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T.Y. B.Com Semester VI (CBCS) Ordinance
EXAMINATION NOVEMBER 2023
Human Resource Management

[Time: 2 Hours]

[Max. Marks: 80]

Instructions:

- a. All questions are compulsory, however internal choice is available.
- b. Answer sub-questions under Q. No. 1 and Q. No. 2 in not more than 100 words each.
- c. Answer Q. No. 3 to Q. No. 6 each in not more than 400 words each.
- d. Figures to the right indicate maximum marks to the question/sub question.
- e. Paper carries maximum of 80 marks.

Q1 Write short notes on any **FOUR** of the following:**4x4=16**

- a) Job Rotation
- b) Personal Observation as a method of data collection
- c) Employee Placement
- d) Bonus Payment
- e) Empowerment of Employees
- f) Piece Wage System

Q2 Write short notes on any **FOUR** of the following:**4x4=16**

- a) Employee Competencies
- b) Concept of Learning Organizations
- c) Any four problems of Trade Unions in India
- d) Innovative Organization
- e) Government as a labour welfare agency
- f) Any four effects of Labour Turnover on Organization

Q3 A. What is human resource planning? Explain the importance of human resource planning.

12**OR**

B. Explain the various external sources of recruitment.

12

Q4 A. Explain the various forms of workers participation in management.

12**OR**

B. Explain any eight pre-requisites of an effective wage system.

12

Q5 A. Explain the various measures for the healthy growth of trade unions in India.

12**OR**

B. Explain the various measures for minimizing labour absenteeism.

12

- Q6 A. Comment on the role of human resource manager in creating an innovative organization. 12
- OR**
- B. "The dynamic business environment poses serious challenges before human resource managers". Comment on the statement. 12