

Vidya Vikas Mandal's
Shree Damodar College of Commerce & Economics, Margao-Goa
TY B.Com, Semester-VI (CBCS) Repeat, Semester End Examination Nov 2023
Human Resource Management (COC 112)- Truncated

Duration: 2hrs**Max Marks: 80****Instructions:**

- i. *All questions are compulsory*
- ii. *Start each question on a fresh page*
- iii. *Answer sub-Questions in question no.1 and question no.2 in not more than 100 words each.*
- iv. *Answer Questions no.3 to Question no.6 in not more than 400 words each.*
- v. *Figures to the right indicate maximum marks*

Q.01. Answer the following in brief. (Any 4) (16 Marks)

- a. Significance of Human Resource Management.
- b. Job Rotation
- c. Business Process Outsourcing
- d. Employee Stock Option Plan
- e. Piece wage system
- f. Joint Management Councils

Q.02. Write short notes on the following: (Any 4) (16 Marks)

- a. Objectives of Labour welfare.
- b. Weaknesses of Indian Trade Unions.
- c. Causes of Labour Turnover
- d. Challenges before HR manager
- e. Job Specification
- f. Factors responsible for changing environment of Human Resource Management

Q.03. A) Explain the process of the Job Analysis. (12 Marks)

OR

X) Elaborate on the methods of data collection for Job Analysis. (12 Marks)

Q.04. A) Explain the merits and demerits of Time wage system. (12 Marks)

OR

X). Explain the forms of human resource empowerment. (12 Marks)

Q.05. A) Explain the Functions of Trade Unions. (12Marks)

OR

X) Enumerate on the measures to minimize labour turnover. (12Marks)

Q.06. A) Explain the essentials of a sound wage system. (12 Marks)

OR

X) Explain the Statutory Labour Welfare Programmes in Industries. (12 Marks)