



SU – 01

B.Com. (Semester – VI) Examination, April 2016
HUMAN RESOURCE MANAGEMENT (New)

Duration : 2 Hours

Total Marks : 80

- Instructions :** i) **All** questions are **compulsory**, however **internal** choice is available.
ii) Answer sub-questions in Q. 1 and Q. 2 in **not** more than **100 words each**.
iii) Answer Q. No. 3 to 6 in **not** more than **400 words each**.
iv) Figures to the **right** indicate marks.

1. Write short notes on the following (**any four**) : (4×4=16)

- Concept of Job Analysis.
- Need for outsourcing.
- Limitations of time rate system.
- Halsey Premium Incentive Plan.
- Barriers to employee empowerment.
- Measures to minimise labour absenteeism.

2. Write in brief on the following (**any four**) : (4×4=16)

- Objectives of Labour Welfare.
- Functions of Trade Unions.
- Concept of Employee branding.
- Need for innovation.
- Need for Business Process Re-engineering.
- Factors influencing innovation culture.

3. a) What is Human Resource Planning ? Explain the process of Human Resource Planning. 12

OR

b) Explain in detail the steps in Job Analysis process. 12

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4. a) Explain in detail external sources of Recruitment. 12
- OR
- b) Explain the various factors determining wage policy. 12
5. a) Discuss the different forms of workers participation in management. 12
- OR
- b) Suggest measures for healthy growth of trade unions in India. 12
6. a) Explain the causes and consequences of Labour Turnover. 12
- OR
- b) Explain the factors responsible for changing environment of Human Resource Management. 12