

**CARMEL COLLEGE OF ARTS, SCIENCE & COMMERCE FOR WOMEN, NUVEM-GOA**  
**B.Com CBCS Semester VI (Regular) Examination,**  
**July/August 2021**

**Subject Code: UCOC112**

**Subject Name: Human Resource Management**

**Total marks: 30**

**Duration: 2 Hours**

**Total No of Pages: 01**

*Instructions: 1. All questions are compulsory*  
*2. Figures to the right indicate marks*

**Q1. Answer any five of the following questions.**

**(5×2=10 marks)**

- a) Explain the factors affecting Job Design.
- b) What is a Learning Organization?
- c) State and Explain the challenges faced by Trade Unions in the light of Globalization.
- d) Explain the factors influencing Innovation Culture.
- e) What are the barriers to Employee Empowerment?
- f) Explain the different types of Labour Welfare Agencies.
- g) Explain the Role of HR in Business Process Reengineering.
- h) Elaborate on Profit Sharing Scheme.

**Q2. Answer any four of the following questions.**

**(4×5=20 marks)**

- a) Explain the process of Recruitment.
- b) State and Explain the essentials of a Sound Wage System.
- c) Explain the measures for healthy growth of Trade Unions in India.
- d) Explain the challenges faced by HR Manager in the Changing Environment?
- e) Discuss the different forms of Workers Participation in Management.
- f) What do you mean by Labour Absenteeism? Explain its causes.

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