

M.COM. (Semester – III) (Business Management) Examination, January 2021

COO318 – Human Resource Development

Duration: 2 Hours

Max. Marks: 60

Instructions: 1) This paper consists of **nine** questions carrying **equal** marks.

2) Question No. 1 consists of **5 compulsory** questions of **2 marks** each.

3) Answer **any 5** questions from Q. No. 2, 3, 4, 5, 6, 7, 8 and 9.

4) **Each** question carries **10 marks**. Figures to the **right** indicate marks.

1. Write a short note on the following: (5 x 2 = 10)
 - a) Succession planning
 - b) Job enlargement
 - c) External equity
 - d) Employee empowerment
 - e) HR Audit
2. Explain the process of Recruitment. Discuss the various internal sources of Recruitment 10
3. What is Pay for Performance? Discuss the problems with Pay for performance and give suggestions to overcome the problems with Pay for performance. 10
4. What do you mean by Performance appraisal? Explain the steps involved in performance appraisal process. 10
5. Explain the different types of interviews and discuss the common interview problems. 10
6.
 - a) Explain in brief the Contingency approaches to leadership 05
 - b) Explain the Maslow's Hierarchy of needs theory of motivation. 05
7. What do you understand by Employee compensation? Explain the various factors influencing Employee compensation. 10
8. Define Training? Discuss the different types of methods and techniques of training the employees. 10
9. What is Employee participation? Explain the various programs for encouraging employee participation in the organization. 10
