

**CARMEL COLLEGE OF ARTS, SCIENCE & COMMERCE FOR WOMEN
NUVEM-GOA**

SEMESTER END EXAMINATION, JUNE 2022

Semester: VI OF BCOM

Course Title: HUMAN RESOURCE MANAGEMENT Course Code:UCOC112

Total Marks: 80 Date: 07/06/2022 Duration: 2 Hours Total No of Pages: 2

Instructions: 1) All questions are compulsory, however internal choice is available.

2) Answer sub-questions in Q. 1 and Q. 2 in not more than 100 words each.

3) Answer questions Q. 3 to Q. 6 each in not more than 400 words.

4) Figures to the right indicate marks.

Q. 1. Answer the following in brief (any four)

[4x4=16]

- i. Explain the concept of HRM.
- ii. What is the concept of HRP?
- iii. Explain 2 reasons why BPO is needed.
- iv. Summarize time wages as a compensation plan.
- v. What are ESOPs?
- vi. Identify the different group incentive plans.

Q. 2. Answer the following in brief (any four)

[4x4=16]

- i. Elaborate the concept of labour welfare.
- ii. Propose 4 suggestions for healthy growth of trade unions.
- iii. List 4 causes of labour absenteeism.
- iv. Distinguish between Selection and Placement.
- v. What is innovation?
- vi. Summarise innovative organisations as a trend in HRM.

Q. 3.A. Elaborate any 6 methods of data collection for job analysis.

[12]

Or

B. Discuss any four sources of recruitment. Propose the best method and justify.

Q. 4.A. Analyse Piece wages as an incentive plan. [12]

Or

B. Identify the different forms of employee empowerment. Evaluate any 4 of these forms.

Q. 5.A. Evaluate any four statutory labour welfare schemes. [12]

Or

B. Elaborate 6 measures to reduce labour absenteeism.

Q. 6.A. Determine the effects of labour turnover. [12]

Or

B. Evaluate any four forms of workers participation in management.

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