

Roll No.

Total No. of Pages : 02

Total No. of Questions : 17

M.Com. (Sem.-2)

HUMAN RESOURCE MANAGEMENT

Subject Code : MCOP-205-18

M.Code : 75935

Date of Examination : 14-07-22

Time : 3 Hrs.

Max. Marks : 60

INSTRUCTIONS TO CANDIDATES :

1. SECTION-A contains EIGHT questions carrying TWO marks each and students have to attempt ALL questions.
2. SECTION-B consists of FOUR Subsections : Units-I, II, III & IV. Each Subsection contains TWO questions each carrying EIGHT marks each and student has to attempt any ONE question from each Subsection.
3. SECTION-C is COMPULSORY and consists of ONE Case Study carrying TWELVE marks.

SECTION-A

- 1) Write the objectives of Human Resource Management.
- 2) What are the uses of Job Analysis data?
- 3) What are the needs for induction program?
- 4) Enlist the external sources of recruitment.
- 5) Differentiate between wage and salary.
- 6) What is the role of Quality Circles?
- 7) Define Collective Bargaining.
- 8) Define Industrial Relations.

SECTION-B

UNIT-I

- 9) Explain the evolution of Human Resource Management.
- 10) Discuss the factors affecting Human Resource Planning.

UNIT-II

- 11) Describe the process of career planning and development.
- 12) Explain various off the job methods of employee training.

UNIT-III

- 13) Discuss the elements of employee compensation.
- 14) What are the main statutory social security measures for industrial workers in India?

UNIT-IV

- 15) Discuss the Psychological Approach to Industrial Relations.
- 16) Explain the steps collective bargaining process.

SECTION-C

17) Case Study :

Given the current labour market, the cost of recruiting and hiring are becoming more apparent than ever to organisations. After going through the difficulty of attracting and hiring talented people, businesses do not want to lose them to competitors. Difficulty in staffing has created an emphasis on retaining human resources. Applied industrial technologies, a Mumbai- based business has taken steps to reduce turnover. Specifically, they have made self fulfilment - the process of helping each person reach their full potential- a central value in the organization. According to the CEO, the company views its self fulfilment mission as important as salary and benefits in motivating talented employees. He attributes a doubling in revenues over the past eight years and a turnover rate below the industry average to the self-fulfilment program.

Questions :

- a) What actions would you take to make staffing program successful in Applied Industrial technologies?
- b) What measures you will take to make self-fulfilment program successful?

NOTE : Disclosure of Identity by writing Mobile No. or Making of passing request on any page of Answer Sheet will lead to UMC against the Student.