



PJ-504

100411

I Semester M.Com. Examination, February- 2020
(CBCS Scheme)

COMMERCE

Paper - 1.6 : Human Resource Management

Time : 3 Hours

Max. Marks : 70

SECTION - A

Answer **any seven** questions. Each question carries **two** marks.

7x2=14

1. (a) What do you mean by Personnel policies ?
(b) What is Human Resource Audit ?
(c) What are the objectives of potential evaluation ?
(d) Write any two qualities of HR Manager.
(e) What do you mean by Vestibule Training ?
(f) Write any two differences between living wage and fair wage.
(g) What do you mean by Job Description ?
(h) State any two measures to overcome Burn out.
(i) What are the objectives of Participative Management ?
(j) What is Negative Reinforcement ?

SECTION - B

Answer **any four** questions. Each question carries **five** marks.

4x5=20

2. Elaborate the challenges of HRM in the present situation.
3. "Performance appraisal is not positively accepted by the employees" substantiate.
4. Elucidate Ethical Issues in HRM.
5. Explain modern methods of Performance Appraisal.
6. What are the criteria followed for the selection of HR Manager in the modern business ?
7. Explain the trends, status and determinants of executive compensation.

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**SECTION - C**

Answer **any three** questions. Each question carries **twelve** marks. **3x12=36**

8. Explain the importance and functions of HR manager in the present business environment.
9. Briefly explain the steps involved in Training Programme.
10. What are the reasons for limited success of participative management system in India ? Explain the requisites of effective participative management.
11. Being a HR Manager how do you cope up with Ethical issues in your organisation ?
12. What are the causes of Industrial Dispute ? Explain the ways to overcome these disputes.

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