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M.Com. (Part - I) :- Management Group :- Human Resource Management (OLD) (Paper - I) {April - 2016}

Q.P. Code : 24421

(3 Hours)

[Total Marks : 100

N.B. : (1) Question No. 1 is compulsory.

(2) Attempt any four questions out of the remaining.

(3) Figures to the right indicate full marks.

1. Explain the meaning of the following terms : (any four) 20
(a) HRM (b) Outsourcing
(c) Selection (d) Development
(e) Employee Welfare (f) Job enlargement
(g) Career Counselling
2. Answer the following questions : 20
(a) Explain the steps involved in HRP.
(b) Discuss environmental factors that influence HRM.
3. Answer the following questions : 20
(a) Define Job analysis and explain Job Description.
(b) Explain the role of interviews in selection of candidates.
4. Answer the following questions : 20
(a) Discuss the need for performance appraisal.
(b) Explain in brief various employee incentive schemes.
5. Answer the following questions : 20
(a) What are the challenges faced by a trainer?
(b) Describe the measures to manage stress at work.
6. Answer the following questions : 20
(a) Discuss the various issues in succession planning.
(b) Explain steps involved in safety programme.
7. Case Study :- 20
Kazi Company manufactures bakery products. Recently it has been merged to form one Company. Earlier it was managed as two branches. They are looking for a new performance appraisal method. One branch was using paper forms for appraisal and another was using a software program.

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M.COM (Part-I) Business Management Group Human Resource Management (Revised Paper) (Paper - I) (OCT-16)

QP Code : 74121

(3 Hours)

[Total Marks : 100

N.B. : (1) Q. 1 and Q. 6 are compulsory.

(2) Attempt any two out of remaining four (i.e. Q. 2 to Q. 5

and Q. 7, to Q. 10) in each section.

(3) Figures to the right indicate full marks.

Section - I

1. Answer any one of the following :- 20
(a) Explain the external sources of recruitment and the role of recruitment agencies.
OR
(b) Discuss the traditional and modern techniques of performance Appraisal.
2. Define HRM. Discuss its evolution in detail. 15
3. Explain the various methods of interview. 15
4. Explain the objectives of Human Resource Department and describe the structure of Human Resource Department. 15
5. Discuss in detail process of job analysis. 15
6. Answer any one of the following :- 20
(a) Define Management Development Program (MDP). Explain its importance in organisation.
OR
(b) Explain HRM issues related to organizational restructuring.
7. Describe the various problems and issues in succession planning in organizations. 15
8. Discuss the various ways of managing stress at work in organisations. 15
9. Explain the various challenges faced by trainers. 15
10. Write a detailed note on "Work-Life Balance" as an important component of HRM. 15

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M.Com. (Part I) Examination, April 2009
Human Resource Management

3 Hours] [Total Marks : 100

N.B. : (1) Question No. 1 is compulsory.
(2) From the remaining questions attempt any four.
(3) Figures to the right indicate full marks.

1. Explain the following (any four) :- 20
(a) Human Resources Information System
(b) Recruitment Agencies
(c) Ethical aspects of employee appraisal
(d) Succession Planning
(e) Safety Measures
(f) HRP
2. Answer the following questions :- 20
(a) Analyse the impact of the recent global economic crisis on the HRM practices in India.
(b) Explain, step by step, human resource planning process.
3. Answer the following questions :- 20
(a) Explain in detail how job analysis is done in a manufacturing company.
(b) Distinguish between recruitment and selection.
4. Answer the following questions :- 20
(a) What do you mean by management development programme? Examine its need and objectives.
(b) State and explain the merits and demerits of performance appraisal.
5. Answer the following questions :- 20
(a) "Self development is a catalyst which enhances self confidence of individuals which in turn helps in their career advancement." Discuss.
(b) Enumerate the factors that cause mental stress in employees. How can it be reduced?
6. Answer the following questions :- 20
(a) Critically evaluate "downsizing" as a HRM strategy.
(b) Write in detail about various employee incentive schemes.

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