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4 SEM TDC HRM 3 (Sp)

2 0 1 5

(May)

COMMERCE

(Speciality)

Course : 403

(**Human Resource Management**)

Full Marks : 80

Pass Marks : 32

Time : 3 hours

*The figures in the margin indicate full marks
for the questions*

1. State whether the following statements are True or False : 1×8=8
- (a) The resource that uses other resources in an organization for further generation of them is known as manpower.
- (b) Planning is a managerial function of HRM.
- (c) Negotiation is not a part of the collective bargaining process.

(d) Career planning involves plan for promotion of employees.

(e) Job status is an example of non-financial incentives.

(f) Job rotation is a method of on-the-job training.

(g) Vestibule training does not include practical exercise.

(h) Operating without authority is considered as unsafe acts.

2. (a) Discuss the objectives and functions of human resource management. $7+7=14$

Or

(b) Discuss the importance of human resource management. How does it differ from personnel management? $6+8=14$

3. (a) What is human resource planning? Discuss the problems associated with human resource planning. $4+10=14$

Or

(b) What do you mean by job analysis? Explain the process of job analysis.

$4+10=14$

4. (a) Define selection. Analyse the need for scientific selection and placement of workers in an enterprise. $4+(5+5)=14$

Or

- (b) Write a note on various sources of recruitment. 14

5. (a) Discuss various types of training. 14

Or

- (b) What do you mean by career development? Explain the stages involved in career planning. $5+9=14$

6. Write short notes on any *four* of the following : $4 \times 4 = 16$

- (a) Causes of Accidents
- (b) Objectives of Compensation
- (c) Negotiation
- (d) Incentives
- (e) Measures to Prevent Accidents
- (f) Fringe Benefits
- (g) Perquisites