

**4 SEM TDC HRM 3 (Sp) N/O**

**2 0 1 7**

( May )

COMMERCE

( Speciality )

Course : 403

**( Human Resource Management )**

Time : 3 hours

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

( New Course )

Full Marks : 80

Pass Marks : 24

1. State whether the following statements are True or False : 1×8=8
- (a) Human Resource Management is a proactive function.
- (b) Strike is a collective step taken by workers.

- (c) Job evaluation begins with job analysis.
- (d) Compensation management is a continuous process.
- (e) A good incentive plan should be conducive to welfare.
- (f) Career plan has no role in employees' motivation.
- (g) Questionnaire is one of the techniques of job analysis.
- (h) Job-instruction training is an example of on-the-job training.

2. Write short notes on any *four* of the following : 4×4=16

- (a) Objectives of Human Resource Planning
- (b) Induction
- (c) Job analysis
- (d) Personality test
- (e) Areas of training
- (f) Functions of HR Manager

3. (a) Discuss the nature of Human Resource Management. How does it differ from Personnel Management? 7+7=14

Or

- (b) Give a suitable definition of Human Resource Management. Discuss its scope and objects. 2+12=14

4. (a) Explain the concept of Human Resource Planning. Describe the various problems in designing Human Resource Planning. 4+10=14

Or

- (b) Explain the importance of Human Resource Planning in ensuring effective utilization of manpower in an organization. 14

5. (a) Describe briefly the selection procedure of employees in an industrial organization. State the difference between recruitment and selection.

8+6=14

Or

(b) Briefly explain the constraints and challenges of recruitment faced by Human Resource Manager.

14

6. (a) "Training programmes are helpful in avoiding personnel obsolescence."

In the light of the above statement, discuss the importance of training.

14

Or

(b) What do you mean by executive development? Discuss the different techniques and methods of executive development programme.

4+10=14

( Old Course )

Full Marks : 80

Pass Marks : 32

1. State whether the following statements are True or False : 1×8=8
- (a) Compensation Management is a continuous process.
  - (b) In internal recruitment, cost of recruitment is less.
  - (c) A good incentive plan should be conducive to welfare.
  - (d) Fair wage is that wage which must invariably be paid whether the company is big or small, makes profit or not.
  - (e) Job rotation is a method of job training.
  - (f) Planning is a managerial function of Human Resource Management.
  - (g) Training refers to philosophical and theoretical educational concept.
  - (h) Negotiation is not a part of the collective bargaining process.

2. Write short notes on any *four* of the following : 4×4=16

- (a) Job enlargement
- (b) Manpower planning
- (c) Performance appraisal
- (d) Measures to prevent accident
- (e) Recruitment and selection
- (f) Placement

3. (a) Give a brief account of managerial and operational function of a Personnel Manager. 12

*Or*

(b) What is Human Resource Management? Describe briefly the significance of Human Resource Management. 4+8=12

4. (a) Explain the concept of Human Resource Planning. Describe the various problems in designing Human Resource Planning. 3+8=11

*Or*

(b) Explain the techniques of forecasting the demand and supply of labour in Human Resource Management. 11

5. (a) Explain the constraints and challenges faced by a Human Resource Manager in recruitment of employees. 11

Or

(b) Write a comprehensive note on recruitment process in India. 11

6. (a) Discuss the various types of training. 11

Or

(b) What do you mean by carrier development? Explain the stages involved in carrier planning. 3+8=11

7. (a) Explain the role of various kinds of working environment which affect the health of workers. 11

Or

(b) What do you mean by occupational hazards? How are these classified? 4+7=11