

2012

(Nov.-Dec.)

COMMERCE

Paper : 204 (A/B)

Full Marks – 80

Time – Three hours

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

GROUP – A

(Human Resource Management)

1. (a) Discuss the difference between HRM and Personnel Management. Why HRM is considered as process of evolution? Explain. 10+6=16

Or

- (b) Human Resource Management plays a vital role in the whole system of an industrial organisation. In the light of above, explain five important functions of HRM. 16

2. (a) What are the factors to be considered for Manpower Planning Programme ? 16

Or

(b) Distinguish between Employee Training and Development. Exhibit the training technique mostly used for employees in Indian organisation. 16

3. (a) Discuss the merits and demerits of different types of wage payments. 16

Or

(b) Do you think seniority should be the bench mark for promotion and performance ? Justify with arguments. 16

4. (a) Discuss the various factors related to "Job-satisfaction." Do you agree that a highly satisfied employee is always highly productive ? 10+6=16

Or

(b) Write brief notes on : 8+8=16

(i) Communication network

(ii) Significance of counselling in industrial enterprises.

5. Write short notes on any *two* of the following : 8×2=16

(i) Audit of personnel policies

(ii) Importance of statistics in personnel record

(iii) Personnel research

(iv) Need for personnel control.