

2014

(December)

COMMERCE

Paper : 204

*(Group A : Human Resource Management
Group B : Indian Financial System)*

Full Marks : 80

Time : Three hours

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

Group A : Human Resource Management

1. (a) Briefly describe the evaluation and growth of Human Resource Management in India. 16

Or

- (b) HRM involves two categories of functions — managerial and operative. How these functions have helped in changing the role of HRM ? 16

2. (a) "Manpower Planning is pre-requisite for effective management of human resource". In the light of above statement, analyse the significance of manpower planning. 16

Or

- (b) Examine the need for executive development programme. Do you think that executive development programme now followed in Indian industry are adequate? 10+6=16

3. (a) Critically discuss *any two* of the following :
8×2=16

- (i) Time wage system.
- (ii) Payment by results.
- (iii) Incentive Plan

Or

- (b) Evaluate the importance of performance Appraisal in an industrial organisation. How would you make it more effective ?
10+6=16

4. Give brief account of *any two* of the following :
8×2=16

- (i) Need for counseling for employees in Indian industries.
- (ii) Barriers of an effective communication system.

- (iii) Relationship between Morale and Productivity.
- (iv) Requirements of a sound motivational system.
5. (a) Explain the principles of Personnel policy. Point out the essentials of an ideal personnel policy. 8+8=16
- Or*
- (b) Outline the significance of Personnel Audit in Service Organisation. 16
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