

2017

(December)  
(Held in January 2018)

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

**Or**

- (b) Discuss the role of Human Resource Management in the management of large service enterprises. 16

2. (a) Discuss the process of selection with a suitable model. 16

**Or**

- (b) "Training and development is a function of HRM, attaining competency level is a subject matter of HRD". Do you agree with the statement? Justify. 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 of promotion or "performance"? Justify with arguments. 16

4. (a) Discuss a suitable managerial technique that you would like to design to increase the motivation level of a set of heterogeneous group of employees.

16

**Or**

- (b) Critically argue the role of personality in an effective communication. 16

5. Write short notes on : **(any two)**  $2 \times 8 = 16$

(a) HR audit *versus* Audit of Financial resources.

(b) Personnel records and statistics.

(c) Personnel policies and programmes.

(d) Need for Personnel research.