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M-6071

Sl.No.

Total No. of Pages : 2

II Semester M.Com. Examination, May/June. - 2019
(Scheme:CBCS)
COMMERCE
Human Resource Management (HC)

Time : 3 Hours

Max. Marks : 70

PART - A

Answer any five questions. Each question carries 5 marks. **[5 × 5 = 25]**

1. Define Human Resource Planning. What are the objectives of Human Resource Planning?
2. Compare and contrast recruitment and selection.
3. Explain the importance of job specification in an organization.
4. Briefly discuss the framework for the HRD process.
5. Explain any two External sources of recruitment.
6. What is meant by interview? Discuss its significance and limitations.
7. Explain various methods of promotion of employees in an organization.
8. Differentiate between job specification and job enrichment.

PART - B

Answer any three questions. Each question carries 10 marks. **[3 × 10 = 30]**

9. Discuss the different methods of performance appraisal.
10. Describe the major changes taking place in the environment in which human resources have to function?
11. Explain the essentials for a good wage incentive plan.
12. Discuss the role of trade unions in fixation of wages and salary.
13. Explain the process of Human Resource Planning.

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PART - C

14. Case Study (Compulsory)

[1×15=15]

Mrs. Krupa Devi worked for 20 years in the Horlicks Biscuits Ltd, she joined very recently the Nutrine Biscuits Ltd, as the production manager, she was supposed to attend a routine departmental heads meeting last Friday at 4.30 p.m., which was presided over by the managing director of the company. She did not attend the meeting as there was no formal or informal communication to her, the managing director didn't like her absence as there were many important items to be discussed regarding production department, Mrs. Krupa Devi was called by the managing director on the next day and asked explanation for not attending the meeting. Mrs. Krupa Devi replies that there was no information. The secretary said that it was a routine meeting and as such information was not sent to any departmental head. But all other heads, except Mrs. Krupa Devi, attended the meeting.

- a) Who is responsible for the occurrence of such a mistake? Justify.
- b) Find out the reason for the incident. How do you propose to solve such problems in future?



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