

M.Com. 2nd Semester

HUMAN RESOURCE MANAGEMENT

Paper—MC-205

Time Allowed—Three Hours] [Maximum Marks—100

SECTION—A

(Attempt any TEN)

10×2=20

1. (a) What are the various objectives of HR ?
- (b) Name the factors affecting HRP.
- (c) What is job analysis ?
- (d) What are various methods of performance appraisal ?
- (e) Define training.
- (f) What are the various sources of recruitment ?
- (g) What are fringe benefits ?
- (h) What are the various methods of collecting data in job analysis ?
- (i) Define briefly changing trends in HRM.
- (j) Write down the steps involved in process of selection.
- (k) What are incentives ?
- (l) Write down the challenges involved in remuneration.

SECTION—B

(Attempt any **TWO**)

2×20=40

2. What do you understand by the term human resource management ? Describe briefly its evolution.
3. Describe job analysis in detail.
4. Explain in detail the process of recruitment. What are the problems related with recruitment ?
5. What are the various methods of training program ?

SECTION—C

(Attempt any **TWO**)

2×20=40

6. What is performance appraisal ? What are the essentials of effective performance appraisal program ?
7. What is employee compensation ? Describe different factors influencing employee compensation.
8. What are the various forms of fringe benefits ?
9. What do you mean by the term indiscipline ? What are consequences of indiscipline ?