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63/1 (SEM-5) DSE1/DSE2A/  
COMHE5216/COMRE5226

2023

COMMERCE

Paper : COMHE5216/COMRE5226

( Group-B )

( Human Resource Management )

Full Marks : 80

Pass Marks : 32

Time : Three hours

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

1. Choose the correct option of the following :  
(any six) 1×6=6

(a) The scope of Human Resource Management includes

(i) Procurement

(ii) Development

(iii) Compensation

(iv) All of the above

Contd.

(b) Placement occurs after

(i) Recruitment

(ii) Selection

(iii) Orientation

(iv) Wage determination

(c) Process of studying and collecting information about a job is known as

(i) HRP

(ii) job design

(iii) job analysis

(iv) job evaluation

(d) Modern method of performance appraisal is

(i) Assessment centre method

(ii) Management by objective

(iii) Behaviourally Anchored Rating Scale

(iv) All of the above

(e) Which of the following benefits is not classified as a fringe benefit in India ?

(i) Employee security expenses

(ii) Telephone expenses

(iii) Health and safety expenditures

(iv) Voluntary arrangement

(f) OJT stands for

(i) on-the-job training

(ii) on-the-job technique

(iii) on-the-job technology

(iv) off-the-job training

(g) The process of familiarising the new employees to the organisation rules and regulations is known as

(i) Placement

(ii) Induction

(iii) Recruitment

(iv) Selection

(h) Social security measures are guided by

- (i) Society
  - (ii) State
  - (iii) Legislation
  - (iv) Public
- (i) Labour welfare is in the interest of the
- (i) Workers
  - (ii) Employers
  - (iii) Society
  - (iv) All of the above

(i) To be effective, the HR planning should be properly

- (i) Organised
- (ii) Managed
- (iii) Financed
- (iv) Controlled

2. Answer the following questions : **(any five)**  
2×5=10

(a) Write any two competencies of HR manager.

- (b) What is job evaluation ?
- (c) Define 'placement' and 'induction'.
- (d) What is downsizing ?
- (e) Write any two differences between recruitment and selection.
- (f) Explain the meaning of fringe benefits.
- (g) Define industrial dispute.

3. Answer the following questions : **(any six)**  
5×6=30

- (a) Explain the operative functions of HR management.
- (b) Discuss the various steps involved in an ideal selection process.
- (c) Explain the factors that affect the wage and salary structure in an organisation.
- (d) What are the essentials of a good incentive plan ?
- (e) What are the key recruitment practices followed in Indian organisation ?
- (f) Discuss the objectives of Human Resource Planning.

- (g) Discuss the scope and significance of labour welfare.
- (h) What do you mean by 'grievances'? Why do the grievances arise? 2+3=5
- (i) How does workforce diversity affect HRM?
- (j) Outline the growth of Human Resource Management during the last decade.

4. Answer the following questions : **(any two)**

10×2=20

- (a) Briefly explain the various methods of job evaluation.
- (b) Explain the emerging challenges of human resource in the current business environment.
- (c) Explain the various steps in a training programme. How can it be made effective? 6+4=10
- (d) What do you understand by employee counselling? What are the main characteristics of counselling? 3+7=10

5. Answer the following question : **(any one)**  
14×1=14

- (a) Describe the status of a Human Resource Manager in an organisation and also discuss the qualities he should possess. 8+6=14
- (b) Bring out the causes and consequences of industrial disputes. Discuss the existing machinery for the settlement of industrial disputes in India. 6+8=14
- (c) What are the objectives of fringe benefits? Describe the various types of fringe benefits offered to employees in India. 6+8=14