

**63/1 (SEM-5) (DSE1/DSE2A)  
COMHE5016/RE5026**

**2022**

( Held in 2023 )

**COMMERCE**

Paper : COMHE5016/RE5026

( Human Resource Management )

( Group—B )

Full Marks : 80

Pass Marks : 32

Time : 3 hours

The figures in the margin indicate full marks for the questions

1. Choose the correct option of the following :

1×6=6

- (a) Which of the following is not an alternative to downsizing?
  - (i) Retraining of employees
  - (ii) Voluntary Retirement Scheme
  - (iii) More recruitment
  - (iv) None of the above

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( Turn Over )

(b) Job analysis is a systematic procedure for securing and reporting information defining a

- (i) specific job
- (ii) specific product
- (iii) specific service
- (iv) All of the above

(c) How does planning and development offer competitive advantage to an organization?

- (i) Removing performance deficiencies
- (ii) Deficiency is caused by a lack of ability

(iii) Individuals have the aptitude and motivation to learn

(iv) None of the above

(d) The process of manpower planning should begin at the

- (i) top level
- (ii) middle level
- (iii) plant level
- (iv) None of the above

(e) Recruitment is the linkage between \_\_\_\_\_ and job providers.

- (i) HR managers
- (ii) organizations
- (iii) job seekers
- (iv) team leaders

(f) Advancement within the organization is called

- (i) promotion
- (ii) recruitment
- (iii) development
- (iv) coordination

2. Answer the following questions : 2x5=10

- (a) What is employee exit policy?
- (b) What is job analysis?
- (c) What are the sources of recruitment?
- (d) What is apprenticeship?
- (e) What is labour welfare?

3. Answer any six of the following questions :

5x6=30

- (a) Examine the future role of Human Resource Manager.
- (b) Explain the components of succession planning.
- (c) What is job description? How is it prepared? ( 2+3=5)
- (d) Discuss the various types of training.
- (e) Discuss the essentials of a sound wage and a salary structure.
- (f) Explain the group incentive schemes.
- (g) What are the various dimensions of employees health?
- (h) Explain the scope of social security in the modern context.
- (i) How can industrial disputes be settled?

4. Answer any two of the following questions :

10x2=20

- (a) What do you mean by employee empowerment? Discuss the steps involved and benefits of employee empowerment. ( 2+8=10)

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( Continued )

(b) Discuss the various sources of recruitment. 10

(c) Discuss the various types of fringe benefits offered to employee in India. 10

5. Answer any one of the following questions : 14

(a) How can the manager discover the grievances of the employee? Explain the essentials of successful grievances handling procedures. 6+8=14

(b) What are the principles of a good incentive plan? Explain. 14

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