

H

Roll No.

BCH-305

B. COM. (H) (THIRD SEMESTER) END SEMESTER

EXAMINATION, Jan., 2023

HUMAN RESOURCE MANAGEMENT

Time : Three Hours

Maximum Marks : 100

Note : (i) All questions are compulsory.

(ii) Answer any *two* sub-questions among
(a), (b) and (c) in each main question.

(iii) Total marks in each main question are
twenty.

(iv) Each sub-question carries 10 marks.

1. (a) Define human resource management. Also
explain its nature and objectives. (CO1)

(b) 'Job analysis procedures need to be more
future oriented and strategic.' Do you
agree ? (CO1)

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(2)

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- (c) Government policy since 1991 is affecting human resource and HR practices continuously. Determine how? (CO1)
- 2. (a) Suppose you are starting a new FMCG company. What phases would you go through to select your employees? (CO2)
- (b) Outline various Qualitative and Quantitative dimensions of HRP. (CO2)
- (c) Outline the key differences between job description and job specification. (CO2)
- 3. (a) Sketch out the concept and importance of training and development. (CO3)
- (b) Detail out various methods of training. (CO3)
- (c) Sketch out the training process and briefly explain how one can measure training effectiveness. (CO3)
- 4. (a) 'An effort that gets appreciated/rewarded gets repeated.' In light to this statement explain the concept of performance appraisal. (CO4)

(3)

- (b) Explain various techniques of performance appraisal. (CO4)
- (c) Write short notes of any *two* from the following: (CO4)
 - (i) Potential Appraisal
 - (ii) Employee counseling
 - (iii) Balance Scorecard
- 5. (a) Assume you have to develop a compensation plan for a new-generation non banking financial company having branches in Delhi and Mumbai. What specific factors would be important for you to consider? (CO5)
- (b) Sketch out the meaning and importance of Compensation Management. (CO5)
- (c) Detail out the different methods of wage payments. (CO5)

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