

(i) Printed Pages : 2

Roll No. ....

(ii) Questions : 9

Sub. Code : 

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Exam. Code : 

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**Bachelor of Commerce 2<sup>nd</sup> Semester  
(2053)**

**HUMAN RESOURCE MANAGEMENT**

**Paper : BCM-207**

**Time Allowed : Three Hours]**

**[Maximum Marks : 80**

**Note :—**Attempt any **FOUR** questions from Section A. Attempt any **TWO** questions each from Sections B and C respectively.

**SECTION—A**

1. (i) Explain the challenges in HR.  
(ii) Define Job Rotation.  
(iii) What is Strategic HRM ?  
(iv) Objectives of induction.  
(v) What is TEST ? What is the purpose of TEST ?  
(vi) Explain the components of succession planning. 4×5

**SECTION—B**

2. What do you understand by HRM ? Describe its scope and various functions of HRM.

3. Define HR Planning. Review its benefits and limitations. What steps can be taken by an organisation to make manpower planning more effective ?
4. Write notes on the following :
  - (i) Job specification
  - (ii) Job enlargement
  - (iii) Dejobbing.
5. What do you understand by selection process ? Discuss various steps involved in it. 15×2

### SECTION—C

6. Define training. What is need and importance of training ? What are the principles to be kept in mind while designing a sound employees training programme ?
7. What is performance appraisal ? Briefly discuss the various methods of performance appraisal.
8. Write notes on the following :
  - (i) Lay off and Retrenchment
  - (ii) Promotion
  - (iii) Transfer.
9. What do you understand by executive development programmes ? Explain the techniques of EDP. 15×2