



## End Term (Even) Semester Examination June 2025

Roll no.....

Name of the Course and semester: B. Com (Hons) – 2<sup>nd</sup> Semester

Name of the Paper: Human Resource Management

Paper Code: BCH 201

Time: 3-hours

Maximum Marks: 100

**Note:**

- (i) All the questions are compulsory.
- (ii) Answer any two sub questions from a, b and c in each main question.
- (iii) Total marks for each question is 20 (twenty).
- (iv) Each sub-question carries 10 marks.

- Q1. (2X10=20 Marks)
- a. Define Human Resource Management (HRM) and explain its objectives and scope in modern organizations. (CO1)
  - b. Trace the evolution of HRM from traditional personnel management to strategic human resource management. (CO4).
  - c. Discuss the role, status, and competencies of an HR Manager in achieving organizational goals (CO1).

- Q2. (2X10=20 Marks)
- a. Explain the Human Resource Planning (HRP) process, highlighting its significance in manpower forecasting. (CO1)
  - b. Differentiate between job description and job specification. Why are both critical in the recruitment process? (CO2)
  - c. Critically examine the selection process in organizations, with special reference to the effectiveness of interviews and testing methods.(CO3) .

- Q3. (2X10=20 Marks)
- a. Describe the process and methods of training, distinguishing between role-specific and competency-based training. (CO2)
  - b. Evaluate the importance of linking performance management with compensation and employee development.(CO5)
  - c. Compare and contrast traditional and modern performance appraisal methods. Suggest suitable methods for a technology-driven organization.(CO3)

- Q4. (2X10=20 Marks)
- a. Discuss the components and objectives of compensation management in contemporary HR practices.(CO1)
  - b. Analyze the role of trade unions and the process of collective bargaining in maintaining employee relations.(CO4)
  - c. Illustrate the grievance handling process with examples. How can HR managers ensure fairness and transparency?(CO5)

- Q5. (2X10=20 Marks)
- a. Critically discuss the emergence and significance of Green HRM and Electronic HRM. (CO4).
  - b. What is HR Analytics? Explain how it supports strategic HR decision-making. (CO2)
  - c. Examine the challenges posed by workforce diversity and work-life balance in global organizations. Suggest HRM interventions. (CO3)