

**2022/TDC/ODD/SEM/
COMHCC-301T/340**

TDC (CBCS) Odd Semester Exam., 2022

COMMERCE

(Honours)

(3rd Semester)

Course No. : COMHCC-301T

(Human Resource Management)

Full Marks : 70

Pass Marks : 28

Time : 3 hours

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

UNIT—I

1. Answer any two of the following : 2×2=4

(a) Write one point of difference between Human Resource Management and Personnel Management.

(b) Write the meaning of workforce diversity.

(c) Write the meaning of empowerment in relation to modern organization.

(2)

2. Answer any *one* of the following : 10
- (a) Highlight the functions of HRIS (Human Resource Information System).
 - (b) Delineate the emerging challenges of Human Resource Management.

UNIT—II

3. Answer any *two* of the following : $2 \times 2 = 4$
- (a) Explain the term 'selection'.
 - (b) Define induction.
 - (c) What is job analysis?
4. Answer any *one* of the following : 10
- (a) What do you mean by human resource planning? Discuss its various objectives. $2+8=10$
 - (b) Elaborate the various uses of job analysis.

UNIT—III

5. Answer any *two* of the following : $2 \times 2 = 4$
- (a) Write two features of training.
 - (b) Why does training need arise in the organization? Give two reasons.
 - (c) Write two points of distinction between training and development.

(3)

6. Answer any *one* of the following : 10
- (a) Explain the various principles of training.
 - (b) Discuss the various objectives of training.

UNIT—IV

7. Answer any *two* of the following : $2 \times 2 = 4$
- (a) Define the term 'job evaluation'.
 - (b) What is meant by fringe benefits?
 - (c) What is time wage system?
8. Answer any *one* of the following : 10
- (a) Define performance appraisal. Write down its various objectives. $2+8=10$
 - (b) Explain the process of job evaluation.

UNIT—V

9. Answer any *two* of the following : $2 \times 2 = 4$
- (a) Define social security.
 - (b) Write two causes of industrial disputes.
 - (c) Define 'grievance'.

(4)

10. Answer any *one* of the following : 10

- (a) Examine the various legal provision regarding safety of workers.
- (b) Discuss the machinery for settlement of industrial disputes.

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