



2019/TDC/ODD/SEM/COMHCC-301T/252

TDC (CBCS) Odd Semester Exam., 2019

COMMERCE

(3rd Semester)

Course No. : COMHCC-301 T

(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 from the following : 2×2=4**
 - (a) Define empowerment.
 - (b) What is meant by workforce diversity?
 - (c) State the primary functions of HR Manager.

- 2. (a) Explain the different phases of evolution of Human Resource Management. 10**



(2)

Or

- (b) Delineate the emerging challenges of Human Resource Management. 10

UNIT—II

3. Answer any *two* from the following : 2×2=4

- (a) What is selection?
(b) Define job specification.
(c) What is meant by job description?

4. (a) Describe the need and uses of job analysis. 10

Or

- (b) Explain various sources of recruitment including their merits and demerits.

UNIT—III

5. Answer any *two* from the following : 2×2=4

- (a) Define career planning.
(b) What is the role specific training?
(c) What is meant by competency-based training?

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(Continued)

(3)

6. (a) How will training needs be identified by an organization? 10

Or

- (b) Distinguish between training and development.

UNIT—IV

7. Answer any *two* from the following : 2×2=4

- (a) State the nature of employee counselling.
(b) What is meant by fringe benefits?
(c) In what ways compensation may be linked with employee performance?

8. (a) What is performance appraisal? Discuss the modern techniques of performance appraisal. 2+8=10

Or

- (b) Explain the nature and process of job evaluation. 10

UNIT—V

9. Answer any *two* from the following : 2×2=4

- (a) What is employee welfare?

20J/1278

(Turn Over.)



(4)

(b) What is the need for social security in an organization?

(c) How can good relationship be maintained between an employer and employees?

10. (a) Discuss the causes and effects of industrial disputes. 10

Or

(b) Explain the ways in which grievances may be handled. Give suitable examples.
