



**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.



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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 : 2×2=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 : 2×2=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.

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( Continued )

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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 : 2×2=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 : 2×2=4
- (a) Define social security.
  - (b) Write two causes of industrial disputes.
  - (c) Define 'grievance'.

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( Turn Over )



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**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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