

**2024/FYUG/EVEN/SEM/  
COMIDC-151T (A/B)/114**

**FYUG Even Semester Exam., 2024**

**COMMERCE**

**( 2nd Semester )**

Course No. : COMIDC-151T

Full Marks : 70

Pass Marks : 28

Time : 3 hours

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

Candidates have to answer either from  
Option—A or Option—B

**OPTION—A**

Course No. : COMIDC-151T (A)

**( Fundamentals of Entrepreneurship )**

**SECTION—A**

Answer any *twenty* of the following as directed :

1×20=20

1. What is the need of a feasibility study before starting a new venture?

( 2 )

2. Ownership position of more than 50 percent in a business is known as \_\_\_\_\_.  
( Fill in the blank )
3. Intrapreneurship is also known as corporate venturing.  
( Write True or False )
4. What is the process of creating something new called?
5. What do you understand by small business entrepreneurship?
6. Which personality is best suited for entrepreneurship?
7. Who propounded the need achievement theory?
8. What is the full form of EDI?
9. What is meant by entrepreneurial action?
10. What do you mean by need for affiliation?
11. What is meant by scaling the business?
12. Name a successful entrepreneur.

( 3 )

13. State any one funding source for entrepreneurs.
14. What is the need of project report?
15. What do you understand by feasibility analysis?
16. What do you mean by participative leadership?
17. What do you understand by the term 'power'?
18. What do you mean by 'Vocal for Local'?
19. What is the full form of SIDBI?
20. Name two non-financial supports for entrepreneurs.
21. Name a tool to measure business performance.
22. What is the main reward for an entrepreneur?
23. Name a type of business risk.

( 4 )

24. What is meant by key performance indicators?
25. Name some entrepreneurial risks.

SECTION—B

Answer any *five* of the following questions :  $2 \times 5 = 10$

26. What do you mean by social entrepreneurship?
27. Mention two traits of a successful entrepreneur.
28. What are the big-five traits of entrepreneurial personality?
29. State two entrepreneurial competencies prescribed by EDI, Ahmedabad.
30. What is meant by business plan?
31. What is entrepreneurial dynamics?
32. What is the role of government in developing entrepreneurship?

( 5 )

33. How do entrepreneurial support systems help in developing entrepreneurship?
34. Name two psychological rewards of an entrepreneur.
35. How can you assess the entrepreneurial performance?

SECTION—C

Answer any *five* of the following questions :

$8 \times 5 = 40$

36. Define entrepreneurship. Differentiate between entrepreneur and manager.  $3 + 5 = 8$
37. Discuss in brief the major functions of entrepreneurs in relation to the economic development.
38. Discuss Maslow's need hierarchy theory in detail.
39. Outline the various motivating factors for entrepreneurs.
40. Discuss in brief the entrepreneurial process.

( 6 )

41. Discuss the process of opportunity identification in starting a business.
42. Discuss the role of educational institutions in the promotion of entrepreneurship.
43. Discuss the contribution of family business in developing a healthy entrepreneurial culture among youths of India.
44. Discuss entrepreneurial rewards in the context of socio-economic environment of India.
45. What do you understand by risk and reward compatibility? Discuss with suitable examples and diagrams.

( 7 )

OPTION—B

Course No. : COMIDC-151T (B)

( Basics of Human Resource Management )

SECTION—A

Answer any twenty of the following as directed :  
1×20=20

1. What do you mean by HRM?
2. Policies are formulated on the whims of HR Managers.  
( Write True or False )
3. A popular method to reduce manpower is \_\_\_\_\_ retirement scheme.  
( Fill in the blank )
4. What do you understand by employee empowerment?
5. Define HRIS.
6. The manpower planning should be \_\_\_\_\_ with other business policies.  
( Fill in the blank )
7. What is meant by recruitment policy?

( 8 )

8. What is functional job analysis?
9. Tests are used for the purpose of \_\_\_\_\_ of candidates.  
( Fill in the blank )
10. What is the purpose of induction programme?
11. What is competency-based training?
12. Apprenticeship training is 'earn while you learn' scheme.  
( Write True or False )
13. State one of the merits of sensitivity training.
14. Management games are representatives of \_\_\_\_\_.  
( Fill in the blank )
15. What is in-basket exercise?
16. Mention one organizational objective of performance appraisal.
17. Traditional approach for evaluating employee performance is also known as \_\_\_\_\_ approach.  
( Fill in the blank )

( 9 )

18. What do you mean by Human Resource Accounting?
19. Define compensation.
20. What are fringe benefits?
21. Mention one cause of industrial dispute.
22. What do you mean by labour welfare?
23. The Industrial Disputes Act was passed in \_\_\_\_\_.  
( Fill in the blank )
24. What is grievance handling?
25. Define social insurance.

SECTION—B

Answer any *five* of the following questions : 2×5=10

26. State any two objectives of HRM.
27. Write a short note on downsizing.

28. Mention any two principles of placement.
29. Write down two benefits of human resource planning.
30. Distinguish between coaching and mentoring.
31. Write a short note on vestibule training.
32. What do you understand by the concept of 360-degree performance appraisal?
33. State two characteristics of incentive plans.
34. What is the significance of labour welfare services?
35. Mention two causes of industrial disputes.

SECTION—C

Answer any five of the following questions :

8×5=40

36. Explain briefly the various roles performed by HR Manager.
37. Describe the emerging challenges faced by HRM.

38. What is job analysis? What steps are involved in the process of job analysis? 2+6=8
39. Discuss the various types of selection tests.
40. What is the purpose of 'on-the-job training'? Explain briefly the prominently used on-the-job training methods. 2+6=8
41. What are the key features and objectives of management development programmes? 3+5=8
42. Describe the purpose of performance appraisal in HRM and its significance in employee development and organizational success. 4+4=8
43. Discuss the core components of compensation.
44. Discuss the provisions of the Factories Act, 1948 relating to the health of the employees.
45. (a) What do you mean by grievances? 2  
(b) What are the essentials of an effective grievance handling procedure? 6

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