

END TERM EXAMINATION

THIRD SEMESTER [BCOM] DECEMBER 2024

Paper Code: BCOM-209 Subjects: Human Resource Management

Time: 3 Hours

Maximum Marks: 60

Note: Attempt any five questions including Q.No 1 which is compulsory. Internal Choice is indicated.

- Q1. Attempt any Four of the following questions (Not exceeding 150 words) (4x5= 20)
- Discuss the role of workforce diversity in shaping modern HRM strategies.
 - Explain how work-life balance initiatives can improve employee productivity and retention.
 - Describe the key differences between job analysis, job description, and job specification. Provide examples.
 - Analyze the importance of an effective recruitment process in retaining top talent.
 - Evaluate the significance of sensitivity training in developing management skills.
 - Discuss the advantages and challenges of outsourcing the training process.
 - Explain the role of fringe benefits and performance-linked compensation in employee satisfaction.
 - Discuss how HR audits can improve organizational performance and compliance.

- Q2. Describe the emerging challenges in human resource management, such as downsizing, workforce diversity, and empowerment. How can HR managers address these challenges effectively? (10)

OR

- Q3. Evaluate the importance of HRIS (Human Resource Information System) and e-HRM in modern organizations. Provide examples of their practical applications. (10)

- Q4. Discuss the key stages of the recruitment process and the techniques used to attract the best candidates. Provide examples of innovative approaches. (10)

OR

- Q5. Analyze the factors that contribute to employee retention. Suggest strategies for HR managers to improve retention rates in competitive industries. (10)

- Q6. Compare and contrast role-playing and management games as training and development techniques. How can these methods enhance learning outcomes? (10)

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OR

- Q7. Discuss the significance of mentoring and coaching in leadership development. Provide a framework for implementing an effective mentoring program. (10)

- Q8. Explain the process of performance appraisal and its impact on employee motivation. Suggest ways to improve the objectivity and accuracy of performance evaluations. (10)

OR

- Q9. Critically evaluate the role of green HRM practices in promoting sustainability within organizations. Provide examples of initiatives that HR departments can implement. (10)

P-2/2

P-1/2