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Please write your Exam Roll No.)

Exam Roll No. 02914188816

END TERM EXAMINATION

FOURTH SEMESTER [B.COM] MAY-JUNE 2018

per Code: B.COM-208

Subject: Human Resource Management

Time: 3 Hours

Maximum Marks: 75

Note: Attempt any five questions. All questions carry equal marks.

- Q1 (a) What is Human Resource Management (HRM)? How is HRM different from personnel management?
 (b) "Every manager is a HR Manager." Comment.

- Q2 (a) Compare and contrast traditional and strategic HRM.
 (b) The top management of an organization decided to acquire a small company and lay off some of its employees. What are the HR implications of such a strategy?

- Q3 (a) Why is recruitment a positive process and selection a negative process?
 (b) Assume that an organization is hiring fresh graduates for its different departments. What sources should it explore and how should the employees be selected?

- Q4 (a) What is training needs analysis? Why it should be done?
 (b) Participants in a training course are often asked to evaluate the course by means of a questionnaire. What are the pros and cons of this approach? What are the alternative approaches?

- Q5 (a) What are the major purposes of performance appraisal? In what ways might these purposes be contradictory?
 (b) What sources could be used to evaluate the performance of a school teacher and a sales representative of an organization?

- Q6 (a) What is Green HRM? Why do organizations need it?
 (b) Will technology eliminate the need for HR managers? How can technology be used for achieving work life balance?

Q7 You are an accountant working for a major accounting firm. Some family members and friends have asked you to file their tax returns. Over time, you began to file tax returns for in-laws, family friends, friends of friends, and so on. In most cases, the forms were simple. However, as your circle of "customers" grew, some of them had more complex financial situations. A couple of them were self-employed, several had complicated investments, and a few even had small businesses. As this circle grew, you found it necessary to charge for your time, especially for the more complex cases and for those who were not close family members or personal friends. By now, you spend quite a few of your weekends during tax season working on other people's taxes, and you end up making enough money to fund a nice family vacation.

- (a) What is the appropriate term used by practitioners of HR to represent the above phenomenon? Explain the underlying concepts.
 (b) How should your organization view this and respond to it?

Write short notes on any two of the following:-

- (a) Advantages and disadvantages of ESOPS
 (b) Ergonomic considerations
 (c) HRD audit