

(Please write your Exam Roll No.)

Exam Roll No. 01114188817

END TERM EXAMINATION

THIRD SEMESTER [B.COM.] NOVEMBER-DECEMBER 2018

Paper Code: B.COM-205

Subject: Human Resource Management

Time: 3 Hours

Maximum Marks: 75

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

- Q1 Define human resource management. What human resource management functions must be performed regardless of the organization's size?
- Q2 What is strategic HRM? Highlight the role of Human Resource Manager in a company using strategic HR. How would these roles be different from the role of HR Manager in a company which is not adopting strategic HR approach for managing their human resource?
- Q3 Differentiate between job description and job specification. Explain their usage for recruitment and selection purposes using suitable examples.
- Q4 (a) What are the advantages and disadvantages of internal and external sources of recruitment?
(b) How can a firm improve its recruiting efforts to achieve diversity for following positions?
(i) College professor (ii) Retail Clerk.
- Q5 What is the importance of employee training in the fast-changing environment? Explain "management games" and "case study" as methods of executive development.
- Q6 Differentiate between job and career. Explain with examples the different stage of career management and illustrate the role of the employees and that of the organization in managing the career of employees to the satisfaction of both.
- Q7 Some people believe that there are few (if any) risks associated with working in non-manufacturing work environments- like in a restaurant, hospital etc. What would you tell these people to convince them of the potential safety and health hazards in these work sites?
- Q8 Explain **any two** of the following terms:-
(a) Realistic job preview
(b) 360-degree performance appraisal
(c) Variable pay system
(d) Training evaluation
