3 SEM TDC HRM (CBCS) C 305

2023

(Nov/Dec)

COMMERCE

(Core)

Paper : C–305

(Human Resource Management)

Full Marks : 80

Pass Marks : 32

Time : 3 hours

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

1. (a) State whether the following statements
   are True or False :   1×4=4

   (i) Downsizing means reducing the
       staff in the organizations.

   (ii) Economic conditions of a country
        influence the recruitment process
        in all the organizations.

   (iii) Management games help the
         trainees in learning from
         experience.

   (iv) The sole objective of performance
        appraisal is to develop the
        employees.

(Turn Over)

(b) Fill in the blanks with appropriate words :   1×4=4

  (i) Work related causes are termed as _____ causes of accidents.

  (ii) HRIS is an _____ of HRM and information system.

  (iii) Intelligence tests are _____ ability tests.

  (iv) The most important aspect regarding choice of career is self _____.

2. Write short notes on any *four* of the following (**within 150 words** each) :   4×4=16

  (a) Downsizing

  (b) Job description and job specification

  (c) Career development

  (d) Fringe benefits

  (e) Social security

3. (a) Explain the nature of Human Resource Management. Describe some of the limitations of human resource management.   7+4=11

Or

  (b) Discuss the role of an HR manager in an organization. State some of the qualities which an HR manager must possess.   7+4=11

4. (a) What do you mean by Human Resource Planning? Explain the steps involved in the process of human resource planning.   4+7=11

Or

  (b) What do you mean by recruitment? Discuss about the different sources of recruitment.   3+8=11

5. (a) Briefly discuss the various methods of Training.   11

Or

  (b) What do you mean by Executive Development? Explain the importance of executive development.   3+8=11

6. (a) Discuss the problems in performance appraisal. How can performance appraisals be made more effective? 6+5=11

Or

  (b) Explain the basic systems of wage payments bringing out their merits and demerits.   11

7. *(a)* What do you understand by health? Discuss the provisions of the Factories Act relating to the health of the employees. 3+9=12

Or

(b) Explain the different causes of Industrial Disputes. How can industrial disputes be prevented? 6+6=12

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