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3 SEM TDC HRM (CBCS) C 305

2024

(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) The main aim of HRM is to ensure the right people with the right skills for the right job position in an organization.
 - (ii) HRM function does not involve cost control.
 - (iii) The purpose of Job Evaluation is to determine duration of a Job.

(2)

(iv) The Payment of Gratuity Act, 1972, provides reward for providing a decent and long service of an employee towards the organization.

(b) Fill in the blanks with appropriate words : $1 \times 4 = 4$

(i) HRM is concerned with the _____ in the organization.

(ii) _____ method is used to have a detailed evaluation of an employee from all the perspectives.

(iii) The factual statement of the duties and responsibilities of a specific job is called job _____.

(iv) TQM's major emphasis is on _____.

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

(a) Competencies of HR Manager

(b) Placement and Induction

(c) Career Development

(d) Performance linked Compensation

(e) Employee Welfare

(3)

3. (a) What is HRM? Outline the functions of HRM. $3+8=11$

Or

(b) Explain the evolution of HRM.

4. (a) Discuss the various internal and external sources of recruitment. 11

Or

(b) What is selection? Explain the steps involved in selection process. $3+8=11$

5. (a) Discuss the benefits of Training and Development in an organization. 11

Or

(b) Explain various On-the-Job and Off-the-Job training method.

6. (a) Mention the various financial and non-financial rewards in motivating the employees. 11

Or

(b) What do you mean by fringe benefits? Explain the different kinds of fringe benefits. $3+8=11$

(4)

7. (a) What do you mean by Grievance?
Explain the effective grievance handling
procedures that manager can use in the
organization. 3+9=12

Or

- (b) What is the concept of social security?
Discuss the scope of social security in
India. 3+9=12

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