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3 SEM TDC HRM (CBCS) C 305

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(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) Personnel management is a part of human resource management.
- (ii) The Payment of Gratuity Act was passed in the year 1972.
- (iii) Management games help the trainees in learning from experience.

(2)

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

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

(i) The Industrial Disputes Act was passed in ____.

(ii) A popular method to reduce manpower is ____ retirement scheme.

(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) : $4 \times 4 = 16$

(a) Human Resource Information System (HRIS)

(b) Induction

(c) Career development

(d) Fringe benefits

(e) Social security

(3)

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

Or

(b) Discuss the major challenges of human resource management. 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 the various sources of recruitment. $3+8=11$

5. (a) How does training differ from development? What are the principles to be kept in mind while designing a sound employee training programme? $4+8=12$

Or

(b) Briefly discuss the various methods of Training. 12

6. (a) Briefly discuss the various methods of performance appraisal. 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+8=11

Or

- (b) What do you mean by industrial accidents? Explain the different causes of industrial accidents and suggest few methods of reducing them. 3+(4+4)=11

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