

SARASWAT VIDYALAYA'S
SRIDORA CACULO COLLEGE OF COMMERCE & MANAGEMENT STUDIES
KHORLIM, MAPUSA-GOA.

B.COM SIXTH SEMESTER END EXAMINATION JUNE, 2022

w.e.f 2019-20 CBCS

SUBJECT: HUMAN RESOURCE MANAGEMENT

Duration: 2 Hours

Max. Marks: 80

- Instructions :**
- i) All questions are **compulsory**, however **internal choice** is available.
 - ii) Answer sub-questions in Question 1 and Question 2 in not more than **100 words each**.
 - iii) Answer questions from Questions 3 to 6 in not more than **400 words each**.
 - iv) Figures to the **right** indicate **maximum** marks to the question.
 - v) Paper carries maximum of **80** marks.

1. Answer **any FOUR** of the following: 4 X 4=16
 - a. State and explain the TWO components of Job Analysis
 - b. Explain 'Job Rotation' and 'Job Enlargement' as techniques of Job Design.
 - c. Explain any TWO internal sources of recruitment.
 - d. What is 'Selection'?
 - e. What is a 'Time wage system'?
 - f. Discuss any TWO barriers to employee empowerment.

2. Write short notes on **any FOUR** of the following: 4 X 4=16
 - a. Objectives of Workers' Participation in Management
 - b. Labour welfare facilities provided by the government
 - c. Suggestions for healthy growth of Trade Unions
 - d. Causes of Labour Absenteeism
 - e. Learning organisations
 - f. Employee Branding

3. a. What is Business Process Outsourcing? State and explain any FIVE benefits of the same. 12
OR
b. What is Human Resource Planning (HRP)? Explain its importance (any FIVE).

4. a. State and explain the 'Essentials of a Sound Wage System' (any SIX). 12
OR
b. What is 'Profit Sharing'? Explain its features.

5. a. Explain the weaknesses of Trade Unions in India (any SIX). 12
OR
b. Explain the causes of Labour Turnover.

6. a.i. Explain fully Taylor's differential piece rate plan. 6 X 2= 12
a.ii. Discuss the challenges faced by Indian Trade Unions in the light of globalization.
OR
b. Explain the challenges before HR manager under changing environment of business. 12