

**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