

Total No. of Printed Pages: 2

**T.Y. B.Com Semester VI (CBCS) Ordinance  
EXAMINATION NOVEMBER 2023  
Human Resource Management**

[Time: 2 Hours]

[Max. Marks: 80 ]

- Instructions:**
- All questions are compulsory, however internal choice is available.
  - Answer sub-questions under Q. No. 1 and Q. No. 2 in not more than 100 words each.
  - Answer Q. No. 3 to Q. No. 6 each in not more than 400 words each.
  - Figures to the right indicate maximum marks to the question/sub question.
  - Paper carries maximum of 80 marks.

Q1 Write short notes on any **FOUR** of the following:

4x4=16

- Job Rotation
- Personal Observation as a method of data collection
- Employee Placement
- Bonus Payment
- Empowerment of Employees
- Piece Wage System

Q2 Write short notes on any **FOUR** of the following:

4x4=16

- Employee Competencies
- Concept of Learning Organizations
- Any four problems of Trade Unions in India
- Innovative Organization
- Government as a labour welfare agency
- Any four effects of Labour Turnover on Organization

Q3 A. What is human resource planning? Explain the importance of human resource planning.

12

**OR**

B. Explain the various external sources of recruitment.

12

Q4 A. Explain the various forms of workers participation in management.

12

**OR**

B. Explain any eight pre-requisites of an effective wage system.

12

Q5 A. Explain the various measures for the healthy growth of trade unions in India.

12

**OR**

B. Explain the various measures for minimizing labour absenteeism.

12

- Q6 A. Comment on the role of human resource manager in creating an innovative organization. 12
- OR
- B. "The dynamic business environment poses serious challenges before human resource managers". Comment on the statement. 12