

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