



GOA UNIVERSITY

Bachelor of Commerce (Sem-V) (NEP) Regular

Paper Title: **Human Resource Management**Paper Code: **CBM-301**Duration: **2:00** HoursTotal Marks: **80****Instructions:**

1. All questions are compulsory
2. Internal Choice is available from Q. No.2 to Q. No.5
3. Answer questions carrying four marks in not more than 100 words
4. Answer questions carrying twelve marks in not more than 400 words
5. Figures to the right indicate maximum marks

- Q1** Answer all the questions in not more than 50 words: **8x2=16**
- i What do you mean by Human Resource Planning? **02**
 - ii What is Career planning? **02**
 - iii What is Performance appraisal? **02**
 - iv How will you explain employee promotion? **02**
 - v What is a trade union? **02**
 - vi List the objectives of labour welfare. **02**
 - vii What do you mean by employee engagement? **02**
 - viii What is Work From Home? **02**
- Q2. A.** Explain the main challenges faced by HR managers in the changing environment. **12**
- OR**
- Q2. B.** Describe any four methods of data collection for job analysis. **12**
- Q2. C.** Summarize the scope of Human Resource Management. **04**
- Q3.A.** An organization wants to evaluate employees performance using MBO, Assessment Centres, and 360-degree method. Explain how it is done in each method. **12**
- Q3. B.** Company A trained their employees whereas Company B did not find the need to train the employees. Company A progressed better than Company B. Give the benefits of training employees of Company A. **04**
- OR**
- Q3. C.** Interpret the concept of ESOP. **04**

Q4.A. Assume that you are the factory manager of a company. Examine the causes of labour absenteeism in your factory. **12**

Q4. B. Suppose your trade union is facing rivalry from multiple unions and financial problems. What suggestions you can give as a union member to overcome these two problems? **04**

OR

Q4. C. As a factory manager you find that many workers are leaving the job. What could be the reasons according to you? **04**

Q5.A. Evaluate the advantages and disadvantages for employees opting for a Voluntary Retirement Scheme (VRS) in companies. **12**

Q5. B. Interpret any two barriers in adopting AI in HR department of companies. **04**

OR

Q5. C. Identify the means by which Quality of Work life practices can help an organization to boost employee morale. **04**