GOA UNIVERSITY

T.Y.B.Com.(CBCS)(Semester -VI)
Subject Name: Human Resource Management

Paper Title:Human Resource Management **Paper Code:UCOC112**

Duration:2:00Hours **Total 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.

Q1 Answer in brief - **any FOUR** of the following: **4X4=16**

a What is 'HRM'?
b What is 'Recruitment'?
c Factors affecting 'Job design' (any FOUR)
d The concept of a 'wage'
e What is 'Co-partnership'?
f 'Suggestion scheme' as a form of workers' participation in management

Q2 Write short notes on **any FOUR** of the following: **4X4=16**

a 'Role of the government' in providing welfare facilities to workers.
b Functions of Trade unions (any FOUR)
c Meaning of 'labour turnover'
d Factors responsible for the changing environment of HRM (any FOUR)
e Interpersonal Competencies
f Business Process Re-engineering in HRM.

Q3 **12**

A What is HR Planning ? What are its objectives?
OR
X Explain the methods of data collection for Job analysis (any FOUR).

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Q4 **12**

A Explain in detail 'individual wage incentive plans' (any TWO plans).

OR

X What is 'Profit Sharing'? Explain its advantages and disadvantages.

Q5 **12**

A Explain the concept of 'labour welfare'. What are its objectives.

OR

X Discuss the challenges faced by the Indian trade unions in the light of globalisation.

Q6 **12**

A Explain the concept of 'innovation'. Why is it necessary?

OR

X Discuss in detail the features of a 'learning organisation'.

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