GOA UNIVERSITY

T.Y.B.Com. (NEP) (Semester - V)

Subject Name: Business management

Paper Title: Human Resource Management **Paper Code: CBM-301**

Duration: 2:00 Hours **Total 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 is the meaning of job analysis?	**02**
ii	What do you mean by recruitment?	**02**
iii	What is employee counselling?	**02**
iv	How will you explain employee compensation?	**02**
v	What is the meaning of labour absenteeism?	**02**
vi	How will you explain statutory labour welfare measures?	**02**
vii	What is Green HRM?	**02**
viii	What is Work Life Balance?	**02**

Q2.A. Explain the factors affecting job design. **12**

OR

Q2. B. Explain the sources of recruitment. **12**

Q2. C. Summarise the importance of Human Resource Planning **04**

Q3.A. Apply your knowledge of the various training methods and explain any four methods of employee training. **12**

Q3. B. Identify and elaborate on any two modern methods of performance appraisal. **04**

OR

Q3. C. As a HR manager of a company, suggest fringe benefits for employees. **04**

Q4.A. Analyse the challenges faced by a trade union. **12**

Q4. B. Interpret the effects of labour absenteeism on a company. **04**

OR

Q4. C. Identify the contribution of government and employers in providing labour welfare programmes in industries. **04**

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Q5.A. A company noticed that employee productivity has decreased because several workers are engaged in part-time jobs outside office hours. Apply your understanding of moonlighting and explain its advantages & disadvantages. 12

Q5. B. Mr. Ram, age 50 years, decided to opt for VRS. Apply your knowledge of VRS and explain possible reasons for his decision. 04

OR

Q5. C. Interpret the benefits of talent management. 04

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