



PJ – 525

I Semester M.Com. Examination, January/February 2019

(CBCS)

COMMERCE

Paper – 1.6 : Human Resource Management

Time : 3 Hours

Max. Marks : 70

SECTION – A

1. Answer **any seven** sub-questions from the following. **Each** question carries **two** marks.

(7×2=14)

- a) What is negative reinforcement ?
- b) Distinguish between incentives and fringe benefits.
- c) What are the objectives of potential evaluation ?
- d) What is an industrial dispute ?
- e) What is Global Recruitment ?
- f) What is human resource planning ?
- g) Define distress.
- h) Give the meaning of HRM model.
- i) What is safety management ?
- j) What are the consequences of pay dissatisfaction ?

SECTION – B

Answer **any four** questions from the following. **Each** question carries **five** marks.

(4×5=20)

2. Discuss various methods of wage fixation adopted in the Indian organizations.
3. Write a note on 'Amalgamation of Trade Unions'.
4. "Recruitment is a positive process while selection is a negative process."  
Explain.

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5. Critically examine labour welfare measures undertaken by the employer and government in India.
6. Explain the various steps involved in competency mapping.
7. Explain qualification and duties of safety officer.

SECTION – C

Answer **any three** questions from the following. **Each** question carries **twelve** marks.

(3×12=36)

8. Discuss the importance of Human Resource Management and explain its functions in detail.
  9. What are the components of executive compensation package ? Give reasons for high executive compensation.
  10. Explain the provisions of the Industrial Disputes Act relating to voluntary reference of disputes to arbitration.
  11. Explain the role of Total Quality Management in training and development activities.
  12. Why is Human Resource Planning strategically relevant for an organisation ? Discuss.
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