Reg. No. ☐☐☐☐☐☐☐☐☐

First Semester M.Com. (HRD) Degree Examination, December 2018
(Choice Based Credit System)
COMMERCE
Human Resource Management

Time : 3 Hours   Max. Marks : 70

SECTION – A

Answer **any four** questions from the following. **Each** question carries **10** marks.

(4×10=40)

1. Why is job analysis one of the most imperative documents of staffing ?

2. Comment on the collective bargaining scene in India. Why has collective bargaining not made as much headway in India as in some other countries ?

3. What is succession planning ? State its need and importance.

4. 'Justice delayed is justice denied'. Comment with reference to the handling of grievances.

5. Explain the evolution and growth of Human Resource Management.

6. Describe the group and organisation-wide incentive plans.

7. Elaborate the objectives and functions of Human Resource Management.

SECTION – B

Answer **any two** questions. **Each** question carries **15** marks.   **(2×15=30)**

8. Explain the steps involved in the selection procedure with a suitable example.

9. "Performance appraisal is not merely for appraisal but is for accomplishment and improvement of performance". Discuss.

10. Elucidate the various methods of training.

    Suppose that you are the manager of an accounts receivable unit in a large company. You are switching to a new system of billing and record keeping and need to train your supervisors and thirty two employees in the new procedures. What training methods would you use ? Why ?

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