



I Semester M.Com. Examination, August/September 2021  
(CBCS Scheme)  
COMMERCE

Paper – 1.6 : Human Resource Management

Time : 3 Hours

Max. Marks : 70

SECTION – A

Answer **any seven** questions. **Each** question carries **two** marks. (7×2=14)

1. a) Differentiate between selection and recruitment.
- b) Define Human Resource Planning.
- c) Define HR Audit.
- d) What is Job Description ?
- e) What is Vestibule Training ?
- f) Give the meaning of Compensation Management.
- g) What is Human Resource Inventory ?
- h) What is Job Evaluation ?
- i) What is Ethical Dilemma ?
- j) List the Executive Functions of HR Manager.

SECTION – B

Answer **any four** questions. **Each** question carries **five** marks. (4×5=20)

2. Analyse the changing role of HR Manager in the light of changing Business Environment.
3. Discuss the recent trends in Recruitment in India.
4. How do you analyse the Training needs in an organisation ?



5. Do you think the importance of Trade Unions has reduced due to Globalisation. Justify your answer.
6. Explain how a good safety policy increases employee productivity.
7. HR Audit is a tool to measure the performance of HR Manager. Comment.

SECTION – C

Answer **any three** questions. **Each** question carries **twelve** marks. **(3x12=36)**

8. Briefly discuss the selection process in an organisation.
9. Effective compensation policy attracts, delights and retains talent. Comment.
10. Explain various ways in which employees participate in management.
11. A modern organisation cares for mental wellness of its employees. In the light of their statement explain various programmes that a company can follow in promoting mental wellness of employees.
12. Explain the process of HR Planning.