

Jamia Hamdard
School of Management and Business Studies
Department of Management
Odd Semester Examination - January 2023
B.Com III Semester

Roll No...

Subject Code : BCH305

Subject Name : Human Resource Management

Duration: 3 Hour

Marks: 75

Section A - Short Answer

(5X6=30)

Note: Attempt any Six Questions, All questions carry equal marks

Q1: What is Human Resource Management and why it is important in modern business enterprises?

Q2: Define Workforce Diversity. What are the possible ways to manage it?

Q3: Discuss Quantitative and Qualitative aspects of Human Resource Planning.

Q4: What are the objectives of providing health and safety measures to employees of an organization? Explain its importance.

Q5: Explain the role and competencies of the HR manager.

Q6: What are the different methods of wage payment and incentive schemes? Explain them briefly.

Q7: Explain Transfer, Promotion, and Demotion.

Q8: Define 'Industrial Dispute'. Explain the important causes and settlement machinery of Industrial disputes.

Q9: What are the different sources of recruitment in any organization? Explain.

Section B-Long Answer

(15X3=45)

Note: Attempt any Three Questions; All questions carry equal marks

Q1: What do you understand by Performance Appraisal? State its objectives and importance with 3 different techniques of appraisal.

Q2: Write Short notes on any 3 of the following:

a) Fringe benefits

b) Downsizing

c) Placement and Induction

d) Training Process Outsourcing.

Q3: How Selection is different from Recruitment? Discuss various steps involved in the selection of personnel.

Q4: 'Training programs are helpful to avoid personnel obsolescence'. Discuss its needs and importance in an Industrial Organisation.

Q5: What are the benefits and limitations of Human Resource Planning? How human resource planning is made effective?

Q6: Explain the roles of various kinds of working environments which affect the health of workers. Discuss various methods to protect employees' health in industries.