



GTA – 01

**B.Com. (Semester – VI) Examination, October/November 2017**  
**HUMAN RESOURCE MANAGEMENT (New Course)**

Duration : 2 Hours

Total Marks : 80

**Instructions:** i) **All questions are compulsory, however internal choice is available.**

ii) **Answer sub-questions in Q. 1 and Q. 2 in not more than 100 words each.**

iii) **Answer Q. No. 3 to 6 in not more than 400 words each.**

iv) **Figures to the right indicate marks.**

1. Write short notes on the following (any four) :

(4×4=16)

- Job enrichment.
- External sources of recruitment.
- Emerson's efficiency plan.
- Concept of labour co-partnership.
- Forms of workers participation in management.
- Non-statutory Labour Welfare Programmes in Industries.

2. Write in brief on the following (any four) :

(4×4=16)

- Functions of Indian Trade Unions.
- Causes of Labour Turnover.
- Meaning of competencies in HRM.
- Benefits of learning organisations.
- Need for Innovation.
- Concept of Business Process Re-Engineering.

3. a) What do you mean by Human Resource Planning ? Explain its objectives.

12

OR

b) Explain the various factors affecting Job Design.

12

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4. a) State the benefits of Business Process Outsourcing. 12  
OR  
b) What is Piece Wage System ? Explain its merits. 12
5. a) Describe the various conditions necessary for Employee Empowerment. 12  
OR  
b) Critically examine the major weaknesses of Indian Trade Unions. 12
6. a) Suggest the measures to minimize Labour Absenteeism in the organisation. 12  
OR  
b) Explain the changing role of HRM in the light of change in environment. 12

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