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**T.Y.B.com Semester VI (CBCS) Ordinance
EXAMINATION APRIL 2023
Human Resource Management (CC 17)**

[Time: 2 Hours]

[Max. Marks:80]

- Instructions:**
- 1) All questions are **compulsory**, however internal choice is available.
 - 2) Answer sub questions in **Q.1** and **Q.2** in not more than **100** words each.
 - 3) Answer **Q.3** to **Q.6** in not more than **400** words each.
 - 4) Figures to the **right** indicate marks assigned to the questions.

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

(4x4=16)

- a) Concept of Job Analysis
- b) Recruitment
- c) Any two methods of Job Design
- d) Employee Empowerment
- e) Any four advantages of Profit Sharing
- f) Concept of Workers Participation Management

Q.2 Write short notes on the following (**any four**)

(4x4=16)

- a) Employee Branding
- b) Business Process Re-engineering
- c) Any four measures of labour turnover
- d) Role of Human Resource Manager in creating Innovation Culture
- e) Any four functions of Trade Union
- f) Government as labour welfare agency

Q.3 A. What is Human Resource Planning? Explain any seven objectives.

(12)

OR

B. Explain the various methods of data collection for Job Analysis.

(12)

Q.4 A. Explain the barriers to Employee Empowerment?

(12)

OR

B. What is Profit-Sharing Scheme? Explain any seven limitations of Profit Sharing Scheme.

(12)

Q.5 A. Explain the weaknesses of Indian Trade Unions.

(12)

OR

B. What is Labour Absenteeism? Explain the causes of Absenteeism.

(12)

Q.6 A. Explain the need for Innovation in Human Resource Management. **(12)**

OR

B. Explain the challenges of Human Resource Manager in the changing environment. **(12)**