

Sr. No. of Question Paper	:	
Unique Paper Code	:	52417501_OC
Name of the Paper	:	<u>Human Resource Management</u>
Name of the Course	:	B.Com. (P)
Semester	:	CBCS V
Duration	:	3 Hours
Maximum Marks		75

Instructions for Candidates

1. This paper consists of 6 Questions.
 2. **Attempt any 4 questions.**
 3. All questions carry equal marks.
 4. Answers may be written *either* in English *or* in Hindi; but the same medium should be used throughout the paper.
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1. “Human Resource Policies must cover all areas of Human Resource Management.” Design a detailed Human Resource Policy of a company, covering all the areas of Human Resource Management.
 2. “The process of acquisition of human resources begins with Human Resource Planning and gets completed with Orientation and Induction.” In the light of this statement design an acquisition programme for the Finance Division of Kravy and Mathers Limited.
 3. “Training increases job skills, while development shapes attitudes”. Elaborate the statement while discussing the difference between training and development. Describe any two techniques of management development.
 4. “Accurate appraisal of performance is very difficult.” In the light of this statement discuss the process of performance appraisal and the problems of appraisal.
 5. “Performance-linked Compensation plays the dual role of motivating the employees, as well as appraising their performance. Still it is opposed by the Trade Unions and is difficult to implement.” Critically evaluate this statement. Also discuss any two methods of performance-linked incentive plans.
 6. Discuss the various ways and means to ensure employees’ health and safety in industries.