

Exam. Code : 107305
Subject Code : 2139

B.Com.(Prof.) Semester—V

BCP-502 : HUMAN RESOURCE MANAGEMENT

Time Allowed—3 Hours]

[Maximum Marks—50

Note :— The question paper is divided into **three** Sections. Section—A has question no. 1 consisting of **twelve** questions, students have to attempt **ten** questions carrying 1 mark each. Section B consists of **four** questions, students have to attempt **two** questions carrying 10 marks each. Section C consists of **four** questions, students have to attempt **two** questions carrying 10 marks each.

SECTION—A

1. (a) Define HRM.
- (b) Define Manpower Inventory.
- (c) What do you mean by Workforce Diversity ?
- (d) Explain Socialization.
- (e) Explain Job Rotation.
- (f) Briefly explain the objectives of performance appraisal.
- (g) Why there is a need to impart training to employees ?

- (h) Throw light upon the competencies which HR manager must possess.
- (i) 'Recruitment is a Positive Process.' Explain.
- (j) Discuss Placement.
- (k) Explain Vestibule Training.
- (l) Potential appraisal vs. Performance appraisal.

SECTION—B

- 2. What do you think are the challenges in front of HR professionals nowadays in the light of changing workforce demographics ?
- 3. Effective HRM leads to effective workforce. Explain the role of HRM in today's organisation.
- 4. Explain the concept and process of selection in modern business organisation.
- 5. What do you mean by Human Resource Planning ? Explain in detail the steps involved in Human Resource Planning.

SECTION—C

- 6. Discuss in detail the various methods of performance appraisal.
- 7. Discuss the various methods to develop the employees of an organisation.
- 8. Explain the importance of training as an effective tool of HRM.
- 9. Which factors must be kept in mind while designing a training programme ?