

Total No. of Printed Pages—4

**3 SEM TDC HRM (CBCS) C 305**

**2023**

( Nov/Dec )

COMMERCE

( Core )

Paper : C-305

**( Human Resource Management )**

Full Marks : 80

Pass Marks : 32

Time : 3 hours

*The figures in the margin indicate full marks  
for the questions*

1. (a) State whether the following statements are True or False : 1×4=4
- (i) Downsizing means reducing the staff in the organizations.
  - (ii) Economic conditions of a country influence the recruitment process in all the organizations.
  - (iii) Management games help the trainees in learning from experience.
  - (iv) The sole objective of performance appraisal is to develop the employees.

( 2 )

- (b) Fill in the blanks with appropriate words :  $1 \times 4 = 4$
- (i) Work related causes are termed as \_\_\_\_\_ causes of accidents.
- (ii) HRIS is an \_\_\_\_\_ of HRM and information system.
- (iii) Intelligence tests are \_\_\_\_\_ ability tests.
- (iv) The most important aspect regarding choice of career is self \_\_\_\_\_.
2. Write short notes on any *four* of the following (**within 150 words** each) :  $4 \times 4 = 16$
- (a) Downsizing
- (b) Job description and job specification
- (c) Career development
- (d) Fringe benefits
- (e) Social security
3. (a) Explain the nature of Human Resource Management. Describe some of the limitations of human resource management.  $7 + 4 = 11$
- Or
- (b) Discuss the role of an HR manager in an organization. State some of the qualities which an HR manager must possess.  $7 + 4 = 11$

24P/374

( Continued )

( 3 )

4. (a) What do you mean by Human Resource Planning? Explain the steps involved in the process of human resource planning.  $4 + 7 = 11$
- Or
- (b) What do you mean by recruitment? Discuss about the different sources of recruitment.  $3 + 8 = 11$
5. (a) Briefly discuss the various methods of Training.  $11$
- Or
- (b) What do you mean by Executive Development? Explain the importance of executive development.  $3 + 8 = 11$
6. (a) Discuss the problems in performance appraisal. How can performance appraisals be made more effective?  $6 + 5 = 11$
- Or
- (b) Explain the basic systems of wage payments bringing out their merits and demerits.  $11$

24P/374

( Turn Over )

7. (a) What do you understand by health? Discuss the provisions of the Factories Act relating to the health of the employees. 3+9=12

Or

- (b) Explain the different causes of Industrial Disputes. How can industrial disputes be prevented? 6+6=12

★ ★ ★