

## **B.Com III year**

### **Human Resource Management**

- Q.1 Explain the concept of Job analysis. Differentiate between job specification and job description.
- Q.2 What are the sources of recruitment? An organization is planning to fill up vacancies in the higher positions from amongst the current employees. Do you agree or disagree with the proposal? Explain.
- Q.3 Why is performance appraisal necessary in modern organization? Discuss any two techniques of performance appraisal.
- Q.4 Differentiate between time wage system and piece wage system. What do trade unions resist the piece wage system?
- Q.5 What kinds of fringe benefits are offered to executives to motivate them and retain them with the enterprise?
- Q.6 Explain Job evaluation. Discuss the advantages and limitations of Job evaluation as a basis of fixing and revising wages and salaries.
- Q.7 “Human Resource Management is the responsibility of all managers”. Comment on this statement.
- Q.8 Why are HR policies needed? What are the essentials of sound HR policies?
- Q.9 Explain the rationale of employees’ health. What is the role of HR department in providing working environment in industrial enterprises?
- Q.10 Distinguish between transfer and promotion. What should be the basis of promotion –merit or seniority?
- Q.11 Why is it necessary to focus on the training and development of employees in today’s era?
- Q.12 Write a short note on the following
- Human Resource Information System.
  - Potential appraisal
  - 360 Degree Appraisal
  - Grievance Handling Procedure
  - Workforce Diversity
  - Downsizing
  - Employees’ Welfare

