

This question paper containsprinted pages

Roll No.

Unique Paper Code : 52417501

Name of the Paper : Human Resource Management

Name of the Course : B. Com

Mode : Semester- V

Duration : 3 hours Maximum Marks : 75 marks

Instructions for candidates

Note: Answer may be written either in English or in Hindi, but the same medium should be used throughout the paper.

Attempt *Any Four* questions

All questions carry equal marks

1. "To be a successful HR professional, one must have excellent qualities of head and heart". Discuss the statement bringing out the qualities and competencies of HR manager.
2. "There is no need for Human Resource Planning in organisations operating in India due to widespread unemployment." In the light of this statement explain the utility of Human Resource Planning.
3. A great number of external sources are available for recruitment. Which tool will you select? What points are to be considered in selecting a tool?
4. "You can't develop managers. People either have the ability to manage or they don't." Do you agree or disagree? Critically analyse the statement. Also discuss in detail any *two* Off-the-Job Techniques of Management Development.
5. "Performance Appraisal is historical in nature while Potential Appraisal is futuristic." Elaborate. Which method of Performance Appraisal do you consider the best? Explain the method giving justification.
6. What companies can do to ensure internal equity and external parity while deciding a compensation policy? Why do the trade unions prefer the time wage system more than the piece wage system?

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