

OC

SET B

This question paper contains printed pages.... 1

Roll No.

Unique Paper Code : 22411301

Name of the Paper : Human Resource Management

Name of the Course : B. Com (H)

Mode : Semester- III

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. "HRM involves all management decisions and practices that directly affect or influence the people who work for the organisation." Elaborate this statement and discuss the most significant business functions of HRM in modern day organizations.
2. "Adherence to a good policy for recruitment and selection will not only ensure job applicants are treated fairly, but will also greatly increase your chances of securing the best possible people for your organisation". In the light of this statement explain the principles for fair and unbiased recruitment and selection of competent workforce.
3. How do external changes in the environment of business affect the training and development function in human resource departments?
4. In implementing a pay for performance system, what key traps we must avoid to make the system work as planned?
5. "Compensation refers to both extrinsic and intrinsic rewards." Explain the statement and state briefly the objectives that guide the design of compensation system in an organisations.
6. "Empowered employees can be more productive, satisfied, innovative or means giving up control, and letting others take control". Explain this statement through examples.

-END-