I Semester M.Com. Examination, January 2017  
(CBCS)  
COMMERCE  
Paper – 1.6 : Human Resource Management  

Time : 3 Hours  
Max. Marks : 70  

SECTION – A  

1. Answer any seven sub-questions from the following. Each question carries two marks. \( (7 \times 2 = 14) \)  
   
a) Define HRP.  
b) What is meant by Job Specification?  
c) What is Work Place Harassment?  
d) What is HR Audit?  
e) Give the meaning of Collective Bargaining.  
f) What is meant by Moonlighting?  
g) Differentiate between Wage and Salary.  
h) What is meant by Employee Poaching?  
i) What is Vestibule Training?  
j) Define Eustress.  

SECTION – B  

Answer any four questions from the following. Each question carries five marks. \( (4 \times 5 = 20) \)  

2. Explain how HR functions are organised in a large public sector manufacturing organisation with the help of an organisation chart.  
3. "HR Audit improves the status of HR functions". Explain.  
4. Explain the approaches to Labour Welfare.  

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5. Explain the different types of Job Interviews.

6. Explain the relevance of Trade Unions.

7. As a HR Manager of an organisation what measures you would adopt to maintain the health of the employees?

SECTION – C

Answer any three questions from the following. Each question carries twelve marks. (3x12=36)

8. Explain the process of employee selection.

9. Explain the factors to be considered while designing the Employee Compensation plan.


11. Explain the reasons for Industrial Dispute and also explain the ways of resolving dispute.

12. Explain the inputs that must be considered while designing the Employee Training Programme.