I Semester M.Com. Examination, February 2019
(CBCS Scheme)
COMMERCE
Paper – 1.6 : Human Resource Management

Time : 3 Hours
Max. Marks : 70

Instruction: Attempt all the Sections.

SECTION – A

1. Answer any seven sub-questions of the following, each sub-question carries two marks. (7x2=14)
   a) What is quality of work life ?
   b) What do you mean by managerial creativity ?
   c) What is job enrichment ?
   d) What is third party intervention ?
   e) What are Behaviorally Anchored Rating Scales (BARS) ?
   f) What do you mean by human resource audit ?
   g) Write any two reasons for industrial accidents.
   h) What is fair wage ?
   i) What are quality circles ?
   j) Give the meaning of work stress.

SECTION – B

Answer any four questions of the following, each question carries five marks. (4x5=20)

2. What is the impact of high technology on Job design ?

3. ‘Ethics in man power planning has become irrelevant’. Briefly discuss.

4. Discuss the need for collective bargaining.

P.T.O.
5. Outline four differences between termination and resignation.
6. 'Fringe benefits have psychological and social base'. Comment.
7. Explain the importance of developing cross cultural sensitivity in organisation.

SECTION – C

Answer any three of the following. Each question carries twelve marks. \((3 \times 12 = 36)\)

8. Explain various functions and roles of H.R. Manager. How are they useful in enhancing the efficiency of the organisation?

9. Outline the safety measures and programmes initiated by organisations to empower safety and security of employees.

10. What do you understand by employee remuneration? Bring out the component of employee remuneration.

11. What is violence at work place? Discuss various types of violence.

12. 'Monetary expenditure spent on training prospective employee is not an expenditure but rather an effective investment' – Discuss.