II Semester M.Com. Degree Examination, July 2012
(2007-08 Scheme) (N.S.)
COMMERCE

Time: 3 Hours
Max. Marks: 80

Instruction: Answer all the Sections.

SECTION – A

1. Answer any ten of the following. Each question carries two marks. (2\times10=20)

a) What do you mean by the term ‘HRP’?

b) What is HR audit?

c) Mention any two differences between Human resource management and personnel management.

d) Define ‘performance appraisal’.

e) What do you mean by ‘Induction’?

f) What is job analysis?

g) What is MBO?

h) What is Human Capital Management?

i) Name two types of recruitments.

j) What is employee welfare?

k) What is vestibule training? Give example.

l) What is industrial accident according to industrial law?
SECTION – B

Answer any three of the following. Each question carries five marks. \((5 \times 3 = 15)\)

2. Discuss the significance of HRM.

3. Explain the factors influencing the H.R. activities in an organization.

4. Describe the concept of job analysis in detail.

5. Briefly discuss the challenges of HRM in Indian context.

6. What is employee participation in management? Discuss in brief.

SECTION – C

Answer any three of the following. Each question carries fifteen marks. \((3 \times 15 = 45)\)

7. What is HR planning and discuss various methods and techniques of it?

8. What do you mean by “wage differentials” and how they are practiced goal oriented?

9. What are the factors which have influenced the growth of unionization?

10. Write in detail various employee training methods.

11. How do you resolve the industrial disputes? Discuss in detail.