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**3 SEM TDC HRM (CBCS) C 305**

**2023**

( Nov/Dec )

**COMMERCE**

( Core )

Paper : C-305

**( Human Resource Management )**

*Full Marks : 80*

*Pass Marks : 32*

*Time : 3 hours*

*The figures in the margin indicate full marks  
for the questions*

1. (a) State whether the following statements are True or False : 1×4=4
- (i) Downsizing means reducing the staff in the organizations.
  - (ii) Economic conditions of a country influence the recruitment process in all the organizations.
  - (iii) Management games help the trainees in learning from experience.
  - (iv) The sole objective of performance appraisal is to develop the employees.

( 2 )

- (b) Fill in the blanks with appropriate words :  $1 \times 4 = 4$
- (i) Work related causes are termed as \_\_\_\_\_ causes of accidents.
  - (ii) HRIS is an \_\_\_\_\_ of HRM and information system.
  - (iii) Intelligence tests are \_\_\_\_\_ ability tests.
  - (iv) The most important aspect regarding choice of career is self \_\_\_\_\_.
2. Write short notes on any *four* of the following (**within 150 words** each) :  $4 \times 4 = 16$
- (a) Downsizing
  - (b) Job description and job specification
  - (c) Career development
  - (d) Fringe benefits
  - (e) Social security
3. (a) Explain the nature of Human Resource Management. Describe some of the limitations of human resource management.  $7 + 4 = 11$
- Or
- (b) Discuss the role of an HR manager in an organization. State some of the qualities which an HR manager must possess.  $7 + 4 = 11$

( 3 )

4. (a) What do you mean by Human Resource Planning? Explain the steps involved in the process of human resource planning.  $4 + 7 = 11$
- Or
- (b) What do you mean by recruitment? Discuss about the different sources of recruitment.  $3 + 8 = 11$
5. (a) Briefly discuss the various methods of Training. 11
- Or
- (b) What do you mean by Executive Development? Explain the importance of executive development.  $3 + 8 = 11$
6. (a) Discuss the problems in performance appraisal. How can performance appraisals be made more effective?  $6 + 5 = 11$
- Or
- (b) Explain the basic systems of wage payments bringing out their merits and demerits. 11

7. (a) What do you understand by health?  
Discuss the provisions of the Factories  
Act relating to the health of the  
employees. 3+9=12

*Or*

- (b) Explain the different causes of  
Industrial Disputes. How can  
industrial disputes be prevented? 6+6=12

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