

Roll No. ....

Subject Code—863-X

**M. Com. (Part II) EXAMINATION**

(Optional Group-IV-HRM)

MC-205-H

**HUMAN RESOURCE MANAGEMENT**

*Time : 3 Hours*

*Maximum Marks : 100*

**Note :** Attempt *Five* questions in all. Q. No. 1 is compulsory. All questions carry equal marks.

1. Explain the following :

- (a) HRD
- (b) Succession planning
- (c) Job analysis
- (d) Induction
- (e) Potential evaluation
- (f) Job evaluation
- (g) Employee empowerment

- (h) Organizational change
  - (i) Employee social security
  - (j) HRM and information technology.
2. What is the difference between HRM and Personnel Management ? Explain significance and functions of human resources management.
  3. Critically evaluate role of human resource manager in changing environment. Comment on the status of HRM in Indian Industry.
  4. What are the objectives of human resource planning ? Explain the procedure of human resource planning.
  5. Define Recruitment. How is it different from selection ? Explain sources and techniques recruitment.
  6. What is the significance of training ? How does it differ from development ? Explain techniques of training.
  7. Define performance appraisal. Explain various steps in performance appraisal process.

8. Comment on the rationale of fringe benefits. Make a list of fringe benefits available to employees.
9. What is organizational development ? Explain the nature and characteristics of organizational development.
10. What is Culture ? How cross-cultural differences have impact on managing the organizations ?