

Sr. No. of Question Paper	:	
Unique Paper Code	:	22415304
Name of the Paper	:	<u>Human Resource Management</u>
Name of the Course	:	B.Com (H) CBCS
Semester	:	III
Duration	:	3 Hours
Maximum Marks	:	75

Instructions for Candidates

- 1. Attempt any four questions.**
 - All questions carry equal marks.
 - Answers may be written *either* in English *or* in Hindi; but the same medium should be used throughout the paper.
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1. “Job Analysis plays a pivotal role in most of the areas of Human Resource Management.” Trace out the role of job analysis in Human Resource Management and explain the two final outcomes of job analysis exercise.
 2. “The process of acquisition of human resources begins with Human Resource Planning and gets completed with Orientation and Induction.” In the light of this statement design an acquisition programme for the Finance Division of ABC Company Limited.
 3. “Management Development Programmes are merely a recreation activity to give a break to the executives from their hectic work life.” In the light of this statement discuss the importance of Management Development Programmes in organisations. Discuss *one* On-the-Job Technique and *one* Off-the-Job Technique of Management Development.
 4. “The modern methods of Performance Appraisal are more relevant in modern business organisations than the traditional methods.” Compare the traditional and modern methods of Performance Appraisal. Discuss in detail any *two* modern methods of Performance Appraisal.
 5. “Performance-linked Compensation plays the dual role of motivating the employees, as well as appraising their performance. Still it is opposed by the Trade Unions and is difficult to implement.” Critically evaluate this statement. Also discuss any *two* methods of performance-linked incentive plans.
 6. Explain the impact of Covid-19 on two major Human Resource Management issues – one, Work-Life-Balance; and second, retrenchment and downsizing.