



'समानो मन्त्रः समितिः समानी'

**UNIVERSITY OF NORTH BENGAL**  
B.Com. Honours 3rd Semester Examination, 2023

**CC7-COMMERCE**  
**HUMAN RESOURCE MANAGEMENT**  
**REVISED NEW SYLLABUS**

Time Allotted: 2 Hours

Full Marks: 60

*The figures in the margin indicate full marks.*

**GROUP-A**

**Answer any *two* questions**

12×2 = 24

1. (a) Define Human Resource Planning (HRP). 3+9  
(b) Explain the significance of HRP to ensure effective utilisation of manpower in a large organisation.
2. (a) What is selection? 3+9  
(b) Explain in brief the steps involved in selection process.
3. (a) Define Industrial dispute. 2+6+4  
(b) Discuss in brief the important causes of industrial disputes.  
(c) What is the role of settlement machinery in industrial disputes?
4. (a) What is training? 2+6+4  
(b) How to evaluate the effectiveness of a sound training programme in an organisation?  
(c) State the importance of training process outsourcing in India.

**GROUP-B**

5. Answer any *four* questions: 6×4 = 24
  - (a) Distinguish between Recruitment and Selection.
  - (b) Write a short note on job specification.
  - (c) Describe in brief the different types of incentive plans in India.
  - (d) Discuss in brief the emerging challenges of human resource management.
  - (e) Write down the importance of Social Security Measures in India.
  - (f) Write a short note on potential appraisal of employees in an organisation.

**GROUP-C**

6. Answer any *four* questions: 3×4 = 12
  - (a) Define HRIS.
  - (b) What do you mean by performance linked compensation?
  - (c) What do you mean by fringe benefit?
  - (d) What is MBO?
  - (e) What is job rotation?
  - (f) What do you mean by employee welfare?

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