



'সমানো মন্ত্র: সমিতি: সমানী'

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

CC5-COMMERCE
HUMAN RESOURCE MANAGEMENT
OLD 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. Define Human Resource Management (HRM). State the functions of HRM. Distinguish between HRM and HRD. 2+7+3
2. Discuss the importance of Human Resource Planning. What are the different sources of recruitment? 6+6
3. What is 'Industrial Dispute'? What are the different forms of industrial dispute? State some causes of industrial disputes. 2+5+5
4. What is Performance Appraisal? Discuss the various methods of performance appraisal adopted by firms. 2+10

GROUP-B

5. Answer any *four* questions: 6×4 = 24
 - (a) State the competencies of HR Manager. 6
 - (b) Distinguish between Recruitment and Selection. 6
 - (c) Write a note on: 3+3
 - (i) Job Description
 - (ii) Job Specification.
 - (d) Briefly discuss the different types of training. 6
 - (e) Discuss the advantages and drawbacks of Taylor's Differential Piece-Rate System. 6
 - (f) What are the causes of employee grievance in an organization? State two ways of handling employee grievance. 4+2

GROUP-C

6. Answer any *four* questions: 3×4 = 12
 - (a) Write a brief note on Human Resource Information System (HRIS). 3
 - (b) What is 'downsizing'? 3
 - (c) What is meant by Employee Empowerment? 3
 - (d) Distinguish between Placement and Induction. 3
 - (e) What is Career Planning? 3
 - (f) What are the benefits of social security schemes for employees? 3

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