



'সমানো মন্ত্র: সমিতি: সমানী'

UNIVERSITY OF NORTH BENGAL
B.Com. Honours 3rd Semester Examination, 2021

CC5-COMMERCE

HUMAN RESOURCE MANAGEMENT

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) What is Human Resource Planning? 2+10
(b) Discuss the qualitative and quantitative dimensions of Human Resource Planning.
2. (a) State the various sources of recruitment of an I.T. Firm. 8+4
(b) Differentiate between recruitment and selection.
3. (a) What is Human Resource Development? 3+9
(b) How does Human Resource Development differ from Human Resource Management?
4. (a) What is Industrial Dispute? 2+10
(b) Explain the mechanism for prevention and settlement of industrial dispute.

GROUP-B

5. Answer any **four** questions: 6×4 = 24
 - (a) State the legal provisions with regard to employee safety at workplace in India. 6
 - (b) Discuss the various types of training provided at the time of induction in a firm. 6
 - (c) Mention the pre-requisites of implementing HR policies by a firm in Indian context. 6
 - (d) Discuss in brief the emerging challenges of Human Resource Management with special reference to present pandemic situation. 6
 - (e) State the essential characteristics of a good counsellor. 6
 - (f) Discuss the components of Job Analysis. 6

GROUP-C

6. Answer any *four* questions: 3×4 = 12
- (a) Discuss the utility of VRS as a downsizing mechanism. 3
 - (b) State the basic difference between Time wage system and Piece wage system of wage payment. 3
 - (c) What are Fringe benefits? 3
 - (d) State the utility of Grievance Handling Mechanism in today's corporate world. 3
 - (e) Does Career Development Opportunities help in employee retention? Discuss in brief. 3
 - (f) What is Personal Management? How does it differ from Human Resource Management? 1+2

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