



‘समानो मन्त्रः समितिः समानी’

**UNIVERSITY OF NORTH BENGAL**  
B.Com. Honours 3rd Semester Examination, 2022

**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. Define Human Resource Management. Discuss its functions. What are the emerging challenges of HRM? 2+6+4
2. What is Job Analysis? Discuss in detail the importance of job analysis in Human Resource Planning by highlighting its various components. 2+10
3. Define performance appraisal. Discuss its importance in improving employee potential. Also discuss any two modern techniques of performance appraisal highlighting their uses in increasing employee performance. 2+4+3+3
4. What are the various aspects of employee health? Briefly discuss various employee welfare and social security measures to maintain and retain the employees of an organisation. 2+5+5

**GROUP-B**

5. Answer any *four* questions: 6×4 = 24
  - (a) What is employee empowerment? What are the advantages of employee empowerment? 2+4
  - (b) What is HRIS? Discuss the needs of HRIS. 2+4
  - (c) Compare between training and development. 6
  - (d) Differentiate between recruitment and selection. 6
  - (e) Briefly discuss any two methods of wage payments. 3+3
  - (f) What is placement? Discuss the importance of induction after placement of employees. 2+4

**GROUP-C**

6. Answer any *four* questions:

3×4 = 12

- (a) What are the major challenges of workforce diversity?
- (b) What is the basic role of a HR manager?
- (c) What is career planning?
- (d) What is the purpose of fringe benefits?
- (e) Write any three causes of industrial disputes.
- (f) What is job evaluation?

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