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UG/3rd Sem/ACCFIN(H)/T/19

2019

B.Com.

3rd Semester Examination

**ACCOUNTING & FINANCE
SPECIALISATION (Honours)**

Paper - C 5-T

(Human Resource Management)

Full Marks : 60

Time : 3 Hours

*The figures in the margin indicate full marks.
Candidates are required to give their answers
in their own words as far as practicable.
Illustrate the answers wherever necessary.*

1. Answer any ten questions : 10×2=20
- (a) Write two differences between training and development.
 - (b) State two differences between on the job training and off the job training.
 - (c) Write short note on HR policies.
 - (d) Write two differences between transfer and promotion.

[Turn Over]

(2)

- (e) Write two arguments for and against workers participation in management.
- (f) What do you mean by Human Resource Management?
- (g) Under what situation a company takes resort to VRS scheme?
- (h) Name the different sources of manpower inflow in an organisation.
- (i) What do you mean by Human Resource Planning?
- (j) Define 'Recruitment' in the perspective of HRM.
- (k) What do you mean by Employee Welfare?
- (l) What do you mean by 'Fringe Benefits'?
- (m) What is meant by 'Job specification'?
- (n) What do you mean by the out sourcing of training process?
- (o) State the major point of distinction between 'Strike' and 'Lick out'.

2. Answer any *four* questions :

4×5=20

- (a) What do you mean by Human Resource Planning? State its importance

- (b) Outline the objectives of performance appraisal.
- (c) Write down the differences between recruitment and selection.
- (d) Distinguish between job analysis and job evaluation.
- (e) Discuss the merits and demerits of the Price Rate Method of remuneration.
- (f) How would you improve the employer employee relation in an organization.

3. Answer any two questions : 2×10=20

- (a) Explain the procedure of Human Resource planning.
 - (b) "Training is a continuous process"—Discuss the significance of the statement with relation to human resource development.
 - (c) Define industrial dispute. Also explain the causes of industrial disputes. 4+6
 - (d) Briefly explain the provisions relating to labour welfare as per Industrial Act.
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