

2019

(5th Semester)

COMMERCE

(Honours)

Paper No. : BCM-05

(**Human Resource Management**)

Full Marks : 70

Pass Marks : 45%

Time : 3 hours

*The figures in the margin indicate full marks
for the questions*

1. (a) What do you mean by Human Resource Management? Distinguish between Human Resource Management and Personnel Management. Is there any difference between HRM and HRD?

3+8+3=14

Or

- (b) Discuss the evolution and scope of Human Resource Management in India.

6+8=14

(2)

2. (a) What is Human Resource Planning? Why is it necessary in an organization? Explain. 4+10=14

Or

- (b) Discuss the benefits and limitations of Human Resource Planning. What steps do you suggest to make HR planning more effective? 6+4+4=14

3. (a) Discuss the important external sources of recruitment in business firms. 14

Or

- (b) Explain briefly the various steps involved in the selection process of personnel. 14

4. (a) Differentiate between training and development. Explain the need and importance of employee training. 4+10=14

Or

- (b) Discuss some of the widely used on-the-job training methods in India for training personnel. 14

5. (a) What is career planning? How is it different from succession planning? Briefly state the objectives of career planning. 2+8+4=14

(3)

Or

- (b) Write brief notes on any two of the following : 7×2=14

- (i) Benefits of performance appraisal
(ii) 360 degree appraisal
(iii) Computerised and web-based performance appraisal
