

2015

(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) Define Human Resource Management.
Why is human resource and its
management essential for an
organization? 4+10=14

Or

- (b) What do you understand by personnel
management? Describe its objectives
and functions. 4+4+6=14

(2)

2. (a) Discuss the need for and objectives of human resource planning. $8+6=14$

Or

- (b) Discuss the various steps involved in the process of human resource planning. State any four factors which affect manpower planning. $12+2=14$

3. (a) Explain the important external sources of recruitment. 14

Or

- (b) What factors affect recruitment policy of an enterprise? What recruitment methods are followed in India? $6+8=14$

4. (a) Discuss the need and importance of training of employees in an organization. 14

Or

- (b) How can the outcome of training be evaluated in an organization? State some of the reasons why training programmes fail. $6+8=14$

5. (a) What is career planning? How is it different from succession planning? Briefly state the objectives of career planning. $3+8+3=14$

(3)

Or

(b) Explain any *two* of the following : $7 \times 2 = 14$

(i) 360 Degree Appraisal

(ii) MBO

(iii) Benefits of Performance Appraisal
