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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]

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(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

(3)

(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.
