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Your Roll No. ....

4146

**M.COM. : SEMESTER – IV (OC) G**

Paper No. – 6402

(Human Resource Management)

Time : 3 Hours

Maximum Marks : 100

(Write your Roll No. on the top immediately on receipt of this question paper.)

Attempt All necessary questions.

All questions carry equal marks.

1. Human resource management is the responsibility of every manager and there is no need to have separate human resource department. Explain. 20

Or

What is Human Resource Planning ? Also explain the objectives and process of human resource planning. 20

2. It is difficult to evaluate effectiveness of training program. Discuss the statement in the light of a chosen effectiveness measure. 20

P.T.O.

*Or*

- (a) Employee selection in India is a process of elimination not an evaluation. Comment. 10
- (b) Discuss between induction and training. Explain the significance of on the job training. 10
3. Write short notes on any *four* of the following : 4×5=20
- (i) Career planning
- (ii) Job designing
- (iii) Career Anchor
- (iv) Job Enrichment
- (v) HR Policies
- (vi) MBO Process.
4. Performance appraisal is not merely for appraisal rather to accomplish and improve performance. Explain the concept and objectives of performance appraisal. 20

*Or*

- Write an essay on recruitment process. 20

5. (a) Briefly explain the stages involved in Management Development Process. 10
- (b) What do you understand by HR policies and explain its relevance in management of organization. 10

*Or*

- (c) Explain the concept of role playing and sensitivity training methods in executive development. 10
- (d) Explain the concept and relevance of on the Job Training method. 10