NC

SET A

This question paper contains printed pages 1   Roll No. ………..…

Unique Paper Code   :   22411301

Name of the Paper   :   Human Resource Management

Name of the Course   :   B. Com (H)

Mode   :   Semester- III

Duration   :   **3** hours   Maximum Marks   :   **75** marks

Instructions for candidates
Note: Answer may be written either in English or in Hindi, but the same medium should be used throughout the paper.

Attempt **Any Four** questions

All questions carry equal marks

1. "The total knowledge, skill, creative abilities, talents and aptitudes of an Organization's workforce, as well as the values, attitudes and beliefs of the individuals involved." Justify this statement stating the significance of Human Resource Management.

2. "Human Resource Planning is the process of estimating the requirement of manpower." Explain this statement by giving process of manpower planning in detail.

3. "Training and development play a critical role in important business outcomes like employee retention, professional development, and hiring processes like on-boarding." In the light of this statement discuss the need and importance of training in modern business environment.

4. "Performance management is comprehensively essential, not only because it is the determining component in an employee's earnings rise and promotion but also because it can evaluate an employee's skills, strengths, and shortcomings accurately." explain this statement and discuss the uses of 360 degree feedback.

5. "Green HRM is the use of HRM policies to promote the sustainable use of resources within organisation, and more generally promote the causes of environment sustainability as the integration of environmental management into human resources management." In the light of this statement describe essential for Green HRM.

6. As an employer you want to review the approach to employee relations of your Company, or one you know well. Prepare a report analyzing the company's:

   (a) employee relations policies and Strategies
   (b) approach to managing without unions
   (c) approach to managing with unions

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