

END SEMESTER EXAMINATION, MAY - 2026**B. Com. (Hons.) Semester - IV Paper Code: 541124****Subject Name: Human Resource Management****Subject Code: BCM405****Time allotted: 03 Hours****Max. Marks: 100****Note: Read all the instructions carefully**

Q1.	Attempt all.	(10x2 = 20 Marks)	
a.	What is sensitivity training?		CO-1
b.	What is job evaluation?		CO-1
c.	Discuss the differences between training & development.		CO-1
d.	Define transfer and promotion.		CO-1
e.	What are the different types of compensation?		CO-1
f.	HRM is a staff function but a line responsibility. comment		CO-2
g.	Explain retrenchment in HRM		CO-1
h.	Define performance appraisal and its importance in organization.		CO-2
i.	Define job analysis.		Co-1
j.	Differentiate between recruitment and selection.		CO-2
Q2.	Short notes / Short Answer Type (Attempt any five out of Seven)	(5x4 = 20 Marks)	
a.	What do you understand by 360 degree appraisal technique? Explain its advantages and limitations.		CO-3
b.	What are the bases on which the training programs are evaluated?		CO-2
c.	What do you mean by compensation? What are the basic objectives of Compensation Management?		CO-3
d.	Discuss the methods of Recruitment.		CO-2
e.	Differentiate between time wage and piece wage method.		CO-3
f.	Differentiate between strategic HRM and HRM.		CO-2
g.	Explain the following terms: a) Job Enlargement b) Job Rotation c) Job Enrichment		CO-2
Q3.	Structured Question (Attempt any three out of four)	(3x10 = 30 Marks)	
a.	Discuss various on-the-job and off-the-job training methods		CO-3
b.	Briefly explain the selection procedure followed by an organization with which you are familiar. Make suitable assumptions to improve the quality of current selection decisions.		CO-4
c.	Explain job evaluation and various quantitative methods of job evaluations.		CO-3
d.	High Tech India is a manufacturing company. The manufacturing unit of the company is located in the state of Karnataka and has its marketing offices in all major metros in India. During the past five years the company has been growing at a reasonable rate and currently has a market share of nearly 10 per cent. In a recent meeting, the Board of Directors of the company took decisions to diversify its products and expand its marketing network. Suggest the kind of human resource planning the company should undertake and discuss the steps and techniques which will be useful for the human resource planning of High Tech India.		CO-5

P.T.O/-

Q4. Long Answer / Essay type (Attempt any two out of three)		2x15=30
a.	Navin AGM materials, is fuming and fretting. He bumped into Kiran, GM Materials, threw the resignation letter on his table, shouted and walked out of the room swiftly. Navin has reason for his sudden outburst. He has been driven to the wall. Perhaps details of the story will tell the reasons for Navin's bile and why he put in his papers, barely four months after he took up his assignment. The year was 2005 when Navin quit the prestigious Sail plant at Mumbai. As a manager material Navin enjoyed the power. He could even place an order for materials worth Rs 25 lakh. He needed nobody's prior approval. Navin joined a pulp making plant located at Pune as AGM Materials. The plant is owned by a prestigious business house in India. Obviously perks, designation and reputation of the conglomerate lured Navin away from the public sector. When he joined the pulp making company, little did Navin realize that he needed prior approval to place an order for materials worth Rs 12 lakhs? He had presumed that he had the authority to place an order by himself worth half the amount of what he used to do at the mega steel maker. He placed the order material arrived, were received, accepted and used up in the plant. Trouble started when the bill for Rs 12 lakh came from vendor. The accounts department withheld payment for the reason that the bill was not endorsed by Kiran. Kiran refused to sign the bill as his approval was not taken by Navin before placing the order. Navin felt fumigated and cheated. A brief encounter with Kiran only aggravated the problem. Navin was curtly told that he should have known company rules before venturing. Navin decided to quit the company. Q1) Does the company have an orientation programmer? Q2) If yes how effective is it? It is not as effective, as it should be. Q3) How is formal Orientation programmer conducted?	CO-5
b.	Recruitment is understood as the process of searching for and obtaining applicants for jobs, from among whom the rights people can be selected. Theoretically, recruitment process is said to end with the receipt of applications, in practice the activity extends to the screening of applications so as to eliminate those who are not qualified for the job Recruitment refers to the process of receipt of applications from job seekers. In reality, the term is used to describe the entire process of employee hiring. These are recruitment boards for railways, banks and other organization. Q1) Explain in detail the general purpose of recruitment? Q2) Explain factors governing Recruitment? Q3) Explain the Recruitment process with diagram?	CO-5
c.	Apollo Hospital has been growing in size as it offers quality, prompt-caring services to the patients. Dr. Chandrashekhar the Administrator is a person with good medical knowledge but lacks knowledge and skills involved in human resources management. The hospital has large quantities of medicine, equipment, spare parts of important machines installed in the hospital. As usual, the Hospital has employed a "storekeeper" with no previous experience of Hospital Stores. Mr. Ramakant the storekeeper was working earlier in an engineering firm and had sufficient knowledge of such stores. Ramakant reports to the purchase Executive whose job is to order requisite materials for requirements of the entire Hospital, Dr. Chandrashekhar has been receiving various complaints from the staff and doctors of non-availability of medicines, drugs, spares of equipment and other consumables required in the Hospital having 500 beds. Since the hospital so far did not employ a qualified Personnel Manager, the administrators are not aware of the job analysis procedures, nor do they have job description and job specification of any of the jobs being performed. (1) Write down the job analysis, job description and job specification of a storekeeper's job. (2) What specific standards and specification would you include in the job description and job specification?	CO-5
