

MEFB 13

Exam.Code:0314

Sub. Code: 2712

2053

M.Com. (Entrepreneurship and Family Business)

Fourth Semester

FB-403: Business Management - IV (Human Resource Management)

Time allowed: 3 Hours

Max. Marks: 80

**NOTE:** Attempt five questions in all, selecting atleast two questions from each Unit.

x-x-x

### UNIT - I

- I. Explain the genesis and growth of Human Resource Management in India. (16)
- II. Write a note on manpower planning and discuss the various steps involved in manpower planning in an Industry. (16)
- III. Distinguish between:-
  - a) Job description and Job specification
  - b) Centralized and Decentralized recruitment
  - c) Employee selection and Induction -
  - d) Job enlargement and Job enrichment (4x4)
- IV. What is meant by 'Training and Development'? Discuss the need, significance and process of training and development of employees. (16)
- V. Discuss the basis of promotion. What should be the elements in a sound promotion policy? (16)

### UNIT - II

- VI. Discuss the benefits and limitations of career planning and development. What steps can be taken to make it more effective? (16)
- VII. Explain the several modern methods of performance appraisal. (16)
- VIII. Write a note on fringe benefits and explain in detail the objectives of fringe benefits. (16)
- IX. Discuss the importance of maintaining good industrial relations. Explain the role of union and management in maintaining good industrial relations. (16)
- X. What is collective bargaining? Discuss the mechanism for collective bargaining and its various advantages. (16)

x-x-x