

Exam.Code:0012  
Sub. Code: 0816

2071  
Bachelor of Commerce  
Second Semester  
BCM-207: Human Resource Management

Time allowed: 3 Hours

Max. Marks: 80

**NOTE:** Attempt four short answer type questions from Section–A. Attempt two questions each from Section B and C respectively.

x-x-x

**Section – A**

I. Attempt any four of the following:-

- a) What is strategic HRM?
- b) Define job rotation.
- c) What do you understand by Induction?
- d) Define retrenchment.
- e) What do you mean by development?
- f) What is socialization?

(4x5)

**Section - B**

II. Define HRM. Explain its objectives and functions. (15)

III. Define HR planning. Review its benefits and limitations. What steps can be taken by an organization to make manpower planning more effective? (15)

IV. Explain the following:-

- a) Job design
- b) Job description
- c) Job enrichment

(3x5)

V. Define recruitment. Discuss various sources of recruitment. (15)

**Section - C**

VI. Define training. Discuss various methods of training. (15)

P.T.O.

(2)

- VII. What is performance appraisal? Briefly discuss the various methods of performance appraisal. (15)
- VIII. What is meant by transfer? What are its various kinds? Bring out clearly the salient features of a sound transfer policy. (15)
- IX. Discuss the principles and the factors influencing compensation. (15)

x-x-x