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I Semester M.Com. Examination, February 2019  
(CBCS Scheme)  
COMMERCE  
Paper – 1.6 : Human Resource Management

Time : 3 Hours

Max. Marks : 70

*Instruction : Attempt all the Sections.*

SECTION – A

1. Answer **any seven** sub-questions of the following, **each** sub-question carries **two** marks. (7×2=14)
- What is quality of work life ?
  - What do you mean by managerial creativity ?
  - What is job enrichment ?
  - What is third party intervention ?
  - What are Behaviorally Anchored Rating Scales (BARS) ?
  - What do you mean by human resource audit ?
  - Write any two reasons for industrial accidents.
  - What is fair wage ?
  - What are quality circles ?
  - Give the meaning of work stress.

SECTION – B

- Answer **any four** questions of the following, **each** question carries **five** marks. (4×5=20)
- What is the impact of high technology on Job design ?
  - 'Ethics in man power planning has become irrelevant'. Briefly discuss.
  - Discuss the need for collective bargaining.

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5. Outline four differences between termination and resignation.
6. 'Fringe benefits have psychological and social base'. Comment.
7. Explain the importance of developing cross cultural sensitivity in organisation.

### SECTION – C

Answer **any three** of the following. **Each** question carries **twelve** marks. **(3×12=36)**

8. Explain various functions and roles of H.R. Manager. How are they useful in enhancing the efficiency of the organisation ?
  9. Outline the safety measures and programmes initiated by organisations to empower safety and security of employees.
  10. What do you understand by employee remuneration ? Bringout the component of employee remuneration.
  11. What is violence at work place ? Discuss various types of violence.
  12. 'Monetary expenditure spent on training prospective employee is not an expenditure but rather an effective investment' – Discuss.
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