



**2023**

**( 5th Semester )**

**COMMERCE**

**( Honours )**

**Paper No. : BCM-05**

**( Human Resource Management )**

*Full Marks : 70*

*Pass Marks : 45%*

*Time : 3 hours*

*The figures in the margin indicate full marks  
for the questions*

1. (a) What do you mean by human resource? Explain the concept of human resource management through its evolution. 2+12=14

*Or*

- (b) Elaborate on the status and scope of HRM in India. 14

2. (a) What is human resource planning? Explain the problems faced in human resource planning. Suggest the measures to overcome the problems. 2+12=14

*Or*

- (b) Explain in detail the process of HRP. 14

3. (a) Define recruitment. Explain the factors affecting recruitment of employees.

2+12=14

Or

- (b) Explain the various steps involved in the process of selection.

14

4. (a) Discuss the essentials of an effective training programme. Explain the techniques used for identifying the various training needs.

6+8=14

Or

- (b) Briefly explain the evaluation of a training outcome. Explain the reasons why training program fails.

7+7=14

5. (a) What is career planning? Explain the stages involved in career planning.

2+12=14

Or

- (b) Explain the need for a performance appraisal. Briefly discuss on some of the methods of performance appraisal.

6+8=14