

2021

(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 is human relations? State the main objectives of human relations. Discuss the emergence of human relations theory by emphasising on the contribution of Elton Mayo to human relations approach. 2+3+9=14

Or

- (b) "Human Resource Management is a proactive approach and personnel management is a relative approach to perform the same set of function related to managing human resource." Explain the statement by bringing out the main differences between Human Resource Management and Personal Management.

14

2. (a) Explain the concept of human resource planning. Describe the various manpower forecasting techniques and how these techniques are being used in human resource planning process.

4+10=14

Or

- (b) Explain the responsibility of human resource professional in human resource planning process in organizations. What are the challenges of human resource planning in India?

7+7=14

3. (a) Explain the concept of recruitment. Discuss the factors affecting recruitment process.

4+10=14

Or

- (b) Discuss the selection procedures in human resource management.

14

4. (a) What are the essentials of an effective training programme? Explain the various training needs identification techniques used in organization.

6+8=14

Or

- (b) What is management development? Discuss the need and importance of management development.

2+6+6=14

(3)

5. (a) Distinguish between career planning and succession planning. Discuss the relevance of career planning and succession planning in today's dynamic environment. 7+7=14

Or

- (b) Discuss the objectives of performance appraisal. Describe the various modern techniques used by the organization for effective performance appraisal. 7+7=14

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