



MCHR-03/25

2025

(4th Semester)

COMMERCE

Course No. : MCHR-03

(Human Resource Management)

Full Marks : 70

Time : 3 hours

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

Answer **all** questions

- 1 (a) Do you agree that good HR practices will lead to employee satisfaction? Justify your answer. As an HR Manager, what innovative steps would you take to enhance HR practices? (7+7 = 14)

Or

(b) Discuss the contributions of behavioural scientists in developing the domain of human resource management. Do you think HR policies in organisations will undergo a shift due to the usage of Artificial Intelligence? Justify your answer. (7+7 = 14)
- 2 (a) Why a well-defined organisational structure of the personnel department is necessary for attaining the goals of an organisation? Explain. Discuss the responsibilities of the different units of the personnel department. (7+7 = 14)

Or

(b) "Personnel policies guide employees in an organisation to execute their tasks effectively." Discuss in the context of the statement the objectives of personnel policies. Briefly discuss the importance of a robust health and safety policy. (9+5 = 14)
- 3 (a) Do you think an employee, after serving an organisation effectively for a considerable period, would value indirect compensation more than monetary benefits? Justify your answer. Discuss briefly the objectives of wage incentive schemes. (10+4 = 14)

Or

(b) Discuss the measures adopted by an organisation to prevent industrial disputes. Briefly explain the salient features of the Industrial Disputes (Amendment) Act, 2010. (8+6 = 14)

- 4 (a) "Assessment of training programme is essential for ensuring its effectiveness."
Discuss in the context of the sentence the ways to evaluate training programme. Do you think training can fail to achieve its objectives? Explain with suitable examples. (7+7 = 14)

Or

- (b) As an HR manager, how would you design a soft skills training programme for the employees of your organisation? Explain. (14)
- 5 (a) Discuss the concept of talent management in the present-day organisational context. How do strategic talent management practices impact the identification, development, and retention of high-potential employees? How does managing talent help a company grow? (5+5+4= 14)

Or

- (b) Explain the meaning of employee engagement. How can employee engagement be enhanced? Discuss the key factors that drive employee engagement. (5+4+5=14)
