

2016

( 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) Define human resource management.  
Describe its objectives and functions.  
4+4+6=14

Or

- (b) Discuss the environment of HRM in  
India. 14

2. (a) What is human resource planning? Discuss the problems faced in human resource planning. How can these problems be overcome? 3+6+5=14

Or

- (b) Discuss the various processes of human resource planning. 14

3. (a) Explain the various internal sources of recruitment. Discuss their merits and demerits. 6+4+4=14

Or

- (b) What do you understand by selection? Explain in brief the steps involved in selection procedure. 4+10=14

4. (a) Briefly discuss the steps involved in conducting a training programme in a systematic way. 14

Or

- (b) What is meant by training? Discuss the simulation method and experimental method of training. 4+5+5=14

5. (a) Explain the concept of employees' growth. Compare and contrast career planning with succession planning.

5+9=14

Or

- (b) Discuss the objectives of performance appraisal. Explain the multiple method of performance appraisal.

7+7=14

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