AC-2659
First Year B. Com. (Honours) (Sem. II) Examination
April / May – 2015
Human Resource Management

Time : Hours] [Total Marks :

Instructions :
(1) Fill up strictly the details of \(\text{\textbullet}\) signs on your answer book.

(2) All questions are compulsory.

(3) Figures to the right indicate marks.

1 Answer in short: 10
   (1) What is the consequences of non-fulfilment of needs?
   (2) Define leadership and state its characteristics.
   (3) Explain individual and group morale.
   (4) List out the reasons for a complain.
   (5) What do you mean buy n/PWR?

2 (a) Define Job evaluation and explain any three methods 7
     of job evolution in detail.
   (b) Write detailed note on leadership styles. 6

3 (a) Explain Herzberg’s theory on motivation. 6
   (b) What are the basic issues which give birth to 7
       Industrial dispute and state the types of settlement
       mechanism in detail.

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Case study.

Glamour co. Ltd, is a top class cosmetic products manufacturing unit established since 25 yrs. The co. offers a premium range of all beauty products and covers the national market to earn a handsome profit. With the enormous growth in the profitability, the co. restructured its infrastructure using hi-tech gadgets and making grand offices and attractive ambience.

The Co. has more than 750 employees with a low turnover. However, last year, more than 100 employees left the co. The management set an inquiry committee to discover the reasons for high employe turnover rate as the co. provided all the materialistic benefit.

(1) What do you feel is the reason for employee turnover?  
(2) Had you been the manager of glamour Co. What steps would you take to put a check on turnover in the future.