



RR-0338

First Year B. Com. (Honours) Examination
March / April – 2010
Human Resource Management

Time : 3 Hours]

[Total Marks : 70

Instructions :

(1)

નીચે દર્શાવેલ નિશાનીવાળી વિગતો ઉત્તરવહી પર અવશ્ય લખવી. Fillup strictly the details of signs on your answer book.	Seat No. :
Name of the Examination :	<input type="text"/>
<input type="text" value="F. Y. B. Com. (Honours)"/>	<input type="text"/>
Name of the Subject :	<input type="text"/>
<input type="text" value="Human Resource Management"/>	<input type="text"/>
Subject Code No. : <input type="text" value="0"/> <input type="text" value="3"/> <input type="text" value="3"/> <input type="text" value="8"/>	Section No. (1, 2,.....) : <input type="text" value="Nil"/>
Student's Signature	

(2) All questions are **compulsory**.

(3) Figures to the **right** indicate marks.

- 1 (i) What is meant by human resource management? **10**
- (ii) Mention the limitations of democratic leadership.
- (iii) What is meant by human resource audit?
- (iv) Distinguish between strike and lock-out.
- (v) What are the sources of grievance?
- 2 (a) Explain the functions of personnel management. **5**
- (b) Distinguish between job description and job specification. **5**
- 3 Explain various stages in the process of human resource planning. **10**
- 4 (a) Explain the various stages in the process of selection of employees. **5**
- (b) State the need of employee training. **5**

- 5 (a) "Compulsory arbitration is the best method for solving industrial disputes." Do you agree? Why? 5
- (b) State the basic job evaluation methods and explain any **one**. 5
- 6 (a) State the various factors affecting employee morale. 5
- (b) Explain the basic elements of grievance procedure. 5
- 7 Shri Dipak Desai, the newly appointed manager of "The Desai Chemicals Co Ltd.' is an enthusiastic, smart, youth with a degree in Business Ad. He observed the following conditions in the factory during the last three months : 10
- (i) There prevailed an atmosphere of instability in the company.
- (ii) The employees shirked responsibilities.
- (iii) As salary was paid irregularly, employees waited anxiously for the same. Besides, there was no increment in salary since last two years.
- (iv) As the employees were not consulted in any decision-making process, they did not care for the results.
- (v) It seemed that everyone in the departments worked for the sake of working and did not have any aptitude for work or research.
- (vi) They thought it appropriate to leave the company as early as possible.
- Shri Dipak Desai seeks your advice
- (i) Do you believe that this situation is the result of lack of motivation?
- (ii) Give your suggestions.
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