



KA-2528

**First Year B. Com. (Honours) (Sem. I) Examination**  
**September / October – 2012**  
**Human Resource Management**

Time : Hours]

[Total Marks : 70

**Instructions :**

(1)

नीचे दृशावेव निशानीवाणी विगतो उत्तरवही पर अवश्य लपवी. Fillup strictly the details of signs on your answer book.	Seat No. :
Name of the Examination :	<input type="text"/>
<input type="text" value="FIRST YEAR B. COM. (HONS) (SEM. 1)"/>	<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="2"/> <input type="text" value="5"/> <input type="text" value="2"/> <input type="text" value="8"/>	<input type="text"/>
Section No. (1, 2,.....) : <input type="text" value="Nil"/>	<input type="text"/>
Student's Signature	

- (2) All questions are compulsory.  
(3) Figures to the **right** indicate marks.

- 1 Answer in brief : 14
- (i) Explain the commodity concept with reference to HRM.  
(ii) What is 'ILO' and state its motive ?  
(iii) Explain performance appraisal.  
(iv) What do you mean by fringe benefits ?  
(v) Explain case study method of training.  
(vi) What do you mean by skill inventory ?  
(vii) Explain manpower audit.
- 2 (a) Explain the functions of HRM in detail. 7  
(b) Write a detailed note on scientific selection procedure. 7
- 3 (a) Explain various sources of manpower recruitment. 7  
(b) Explain the importance of training and the steps involved in training programme. 7
- 4 Write short notes on : 14
- (i) On the job methods of training.  
(ii) Job analysis and methods to collect information for job analysis.

**5 Case Study :**

**14**

Co. Abha Ltd. installed new technology from Germany. Though the machines were not very complex and only demonstrations were given to workers, the outcome was disheartening. As a result, within a period of 6 months the profit, sales and turnover of the Co. showed a downward graph. The executives were worried as the investment in new technology was tremendous and the productivity was reducing day by day.

- (i) What according to you, is the problem in Co. Abha Ltd.?
- (ii) Had you been the manager of Abha Ltd., what method of training would you adopt ?
- (iii) What measures will you suggest to ensure that such a situations do not arise in future ?

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