



UA-2530

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

Time : Hours]

[Total Marks : 70

**Instructions :**

(1)

नीचे दृशावेव निशानीवाणी विगतो उत्तरवही पर अवश्य वपनी. 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. (HONOURS) (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="3"/> <input type="text" value="0"/>	Section No. (1, 2,.....) : <input type="text" value="Nil"/>
Student's Signature	

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

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|---|--|----|
| 1 | Answer in short :  | 14 |
|   | (i) Define human resource management.                                      |    |
|   | (ii) Explain the meaning of job description.                               |    |
|   | (iii) Enlist the functions of human resource management.                   |    |
|   | (iv) Define human resource planning.                                       |    |
|   | (v) Enlist the various sources of recruitment.                             |    |
|   | (vi) State the elements of human resource development.                     |    |
|   | (vii) Explain the importance of training.                                  |    |
| 2 | (a) Define job analysis and state the advantages of job analysis.          | 7  |
|   | (b) Explain work-load analysis in detail.                                  | 7  |
| 3 | (a) Discuss the importance of human resource planning.                     | 7  |
|   | (b) State the various stages in the process of scientific selection.       | 7  |
| 4 | (a) State the qualifications and qualities of human resource manager.      | 7  |
|   | (b) Write a detailed note on off the job methods of executive development. | 7  |

- 5 Elcon Engineering Ltd. manufactures machinery parts 14  
which are in great demand, 5000 workers work in the factory in  
3 shifts for 24 hours. It is the policy of the company to remain  
open on all festival days and public holidays. However, on festival  
days very few workers come to the factory. As a result it adversely  
affects the production. Other employees who are present have to  
do additional work and there is dissatisfaction among them. Due  
care is taken in the factory and yet every year 3 workers die or  
become permanently disabled. The new recruitment due to accidents  
take 60 days on an average and production is adversely affected.

Which managerial problems are involved ? Suggest appropriate  
solutions.

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