

1908000201060002
EXAMINATION FEBRUARY-MARCH 2024
BACHELOR OF COMMERCE (HONORS) (FIRST SEMESTER)
HUMAN RESOURCE MANAGEMENT – I-LEVEL 6

[Time: As Per Schedule]

[Max. Marks: 50]

Instructions:

1. Fill up strictly the following details on your answer book

- a. Name of the Examination : **BACHELOR OF COMMERCE (HONORS)(FIRST SEMESTER)**
 - b. Name of the Subject : **HUMAN RESOURCE MANAGEMENT – I-LEVEL 6**
 - c. Subject Code No : **1908000201060002**
2. Sketch neat and labelled diagram wherever necessary.
 3. Figures to the right indicate full marks of the question.
 4. All questions are compulsory.
 5. Write to the point answers.

Seat No:

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Student's Signature

Q.1 Answer the following questions in brief.

10

- a. Explain the key differences between Personnel Management and Human Resource Management.
- b. Mention role of Job Analysis in HRM,
- c. Explain concept of E-HRM.
- d. State importance of Training Need Analysis.
- e. Explain Markovic Model of HR Supply Forecast.

Q.2 a. Discuss the evolution of Human Resource Management (HRM) and its journey from Personnel Management to HR Development. Highlight the key milestones and shifts in focus.

7

- b. Explain the components of a comprehensive Job Description.

6

Q.3 a. Define Human Resource Planning (HRP) and elaborate on the steps involved in the HRP process. **7**

b. Read the case given below carefully and answer the questions given below it. Once upon a time in the bustling city of Ahmedabad, there was a thriving IT firm named Innovate Tech Solutions. Despite being renowned for its cutting-edge projects and innovative solutions, the company was grappling with a persistent challenge - an alarming rate of turnover, especially among newly hired employees. **6**

The HR cost associated with recruiting and training new employees had become a significant financial burden. Team dynamics were disrupted as the constant influx of new faces left existing employees struggling to build stable working relationships. The morale of the workforce was taking a hit, leading to decreased productivity and a sense of instability within the organization.

Frustrated by the revolving door of talent, the leadership team at Innovate Tech Solutions convened a meeting to address the issue. Concerns were raised about the impact on project timelines, client satisfaction, and the overall company reputation. It was evident that a sustainable solution was needed to break free from this cycle of turnover.

During the meeting, the Chief Human Resources Officer (CHRO), Raj Patel, proposed a comprehensive analysis of the reasons behind the high turnover. After conducting exit interviews and surveys, it became apparent that there were gaps in the recruitment and onboarding processes, causing a misalignment between employee expectations and the company culture.

Question:

Draft a comprehensive plan to revamp the recruitment process.

Q.4 Write short notes on following: **14**

a. Executive Development

b. Wage related Labour Laws in India
