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**School of Finance and Commerce**

Bachelor of Commerce Honours  
Semester End Examination - May 2024

Duration : 180 Minutes  
Max Marks : 100

**Sem VI - H1UB603T - Human Resource Management**General Instructions

Answer to the specific question asked

Draw neat, labelled diagrams wherever necessary

Approved data hand books are allowed subject to verification by the Invigilator

- 1) Enlist the different types of compensation used in organisations. K1 (2)
- 2) Distingusih between induction and placement. K2 (4)
- 3) Discuss the process of selection in detail. K2 (6)
- 4) "The logical approach to staffing begins with a careful assessment and planning of current and prospective requirements." Elucidate. K3 (9)
- 5) Assume you are the human resource manager of small seafood company . The general manager has told you that customers has begun complaining about quality of your company fresh fish. Currently training consist of senior fish cleaners showing new employees how to perform the job . Assuming your need assessment indicate a need of trining , how would you plan a training program ? Describe the step should you take in planning the program. K3 (9)
- 6) You cannot develop managers. People either have the ability to manage or they don't. Do you agree or disagree? Discuss K5 (10)
- 7) "Training Programmes are helpful to avoid personnel obsolescence". Discuss. K4 (12)
- 8) "It is observed that traditional methods of merit rating show a greater degree of subjectivity and biasness." Elaborate. How do modern methods prove to be an improvement over traditional methods? K5 (15)
- 9) "It is an essential preventive measure that employers can take to help foster better employee health" Eloborate the term. K5 (15)
- 10) "An effective grievance handling procedure is preventive rather than curative." Explain. K6 (18)