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(21119)

B.Com. L.L.B.-I Sem.

Printed Pages : 4

Roll No. ....

**NS-3004**

B.Com. LL.B. Examination Nov.-2019

**HUMAN RESOURCE DEVELOPMENT**

**(BCL-1005)**

Time : Three Hours] [Maximum Marks : 100

Note : Attempt all the sections as per instructions.

**Section-A**

**(Very Short Answer Questions)**

Note : Attempt all the five parts of question, as directed.  
Each part carries 4 marks. Very short answer is  
required not exceeding 75 words. 5×4=20

1. (a) Which of the following is (are) the HRD score card ?
- (i) HRD system maturity score
  - (ii) Competency score
  - (iii) HRD Competencies system maturity score
  - (iv) All of the above

NS-3004

[P. T. O.]

NS-3004

- (2)
- (b) In the Grid Seminars, stress is laid on \_\_\_\_\_
- (i) Teaching
  - (ii) Professionalism
  - (iii) Training and Development
  - (iv) All of the above
- (c) What is that describes the duties of the Job Authority relationship, skills requirement, conditions of work etc. ?
- (i) Job analysis
  - (ii) Job enlargement
  - (iii) Job enrichment
  - (iv) Job evaluation
- (d) Under Training and Development Plan, the form is to be prepared in \_\_\_\_\_ form.
- (i) Duplicate
  - (ii) Structured
  - (iii) Detailed
  - (iv) None of the above

(3)

(e) Which pay is one of the most crucial pay given to the employees and also shown in the pay structure ?

- (i) Performance
- (ii) Strategic
- (iii) Bonus
- (iv) Commission

### Section-B

#### (Short Answer Questions)

**Note :** Attempt any **two** questions out of the following **three** questions. Each question carries 10 marks. Short answer is required not exceeding 200 words.  $2 \times 10 = 20$

2. Differentiate between Personnel Management and HRM.
3. Discuss the process of selection.  
or  
What do you mean by 360° Method of Appraisal ?
4. What is meant by Grievance handling procedure ?

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(4)

### Section-C

#### (Detailed Answer Questions)

**Note :** Attempt any **three** questions out of the following **five** questions. Each question carries 20 marks. Answer is required in detail.  $3 \times 20 = 60$

5. Define Human Resource Management. Discuss the functions of HRM.
6. Explain the methods of wage and payment under the organisations.
7. What do you mean by Recruitment ? Explain its evaluation process.
8. What is Motivation ? Explain Herzberg's two factors theory of motivation.  
or  
What is the difference between Job Evaluation and Job Satisfaction ?
9. What do you mean by Discipline ? Explain its importance.

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