

Modal Questions

B.Com, Semester 5

Subject :- Human Resource Management

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Sub - Human Resource Management

B.Com (Hons) Sem V

- ① Define (HRM) Human Resource Management. Outline its features and objectives.
- ② Define HR Policies and discuss their nature and importance.
- ③ Briefly explain the fundamental principles of empowerment. In what ways could managers empower their employees?
- ④ "Downsizing is planned elimination of positions in an organization." Critically examine the statement.
OR
Define 'VRS'. Why do companies resort to VRS schemes? Explain the costs and benefits of VRS.
- ⑤ Define HRP. Describe its features and importance.
- ⑥ Distinguish between job analysis, job description and job specification.

⑦ What do you mean by recruitment? Explain the process of recruitment.

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Explain the terms 'Placement' and 'induction'. outline their objectives.

⑧ Define Performance appraisal. Discuss its features and process.

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Distinguish Performance appraisal from Potential appraisal.

⑨ Explain the concept of 'transfer'. Identify the reasons for transfer.

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Define Promotion. How does it differ from transfer.

⑩ Define 'compensation'. What are the components of compensation.

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What do you mean by Time wage and Piece rate. Different between these two wage payment system.

⑪ What do you mean by Incentive Plan? outline the essentials of an Incentive Plan.

⑫ What is Job evaluation? Explain the objectives of Job evaluation.

(13) Explain the legal provisions regarding employee health under the Factory Act 1948.

OR

What do you mean by labour welfare?
Bring out the need for providing welfare facilities to workers.

(14) What do you mean by Industrial Disputes?
Discuss the causes of industrial disputes.

OR

Explain the concept of HRIS. Discuss the various uses and advantages of HRIS (Human Resource Information system)

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