

**5M/COM-302 Syllabus-2023**

**2 0 2 5**

( Nov-Dec )

**FYUP : 5th Semester Examination**

**MAJOR**

**COMMERCE**

**( Human Resource Management )**

**COM-302**

*Marks : 75*

*Time : 3 hours*

*The figures in the margin indicate full marks  
for the questions*

1. What do you understand by Human Resource Management? Explain its significance in the organizations in the present context. 5+10=15

*Or*

Define manpower planning. Highlight the steps involved in manpower planning. 5+10=15

( 2 )

2. Explain the concepts of job description and job specification. How do they complement job analysis?  $5+5+5=15$

Or

Highlight the steps involved in identifying the training needs of the employees in an organization. 15

3. Explain in detail any three modern techniques of performance appraisal.  $5+5+5=15$

Or

What do you understand by compensation management? Citing relevant examples, differentiate between wages, incentives and fringe benefits.  $6+9=15$

4. Write short notes on any *two* of the following highlighting their salient features :  $7\frac{1}{2}\times 2=15$

- (a) The Occupational Safety, Health and Working Conditions Code, 2020
- (b) The Code on Social Security, 2020
- (c) The Industrial Relations Code, 2020

( 3 )

5. Highlight the contemporary issues and challenges of HRM. Give appropriate suggestions to tackle the issues and challenges of Human Resource Management in a modern organization.  $7\frac{1}{2}+7\frac{1}{2}=15$

Or

Explain the concept of human resource information system. Highlight its features and explain its significance.  $5+5+5=15$

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