03/01/2020	External	M.com	Part:II
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Time	: 2 Hours To	Total Marks: 60	
N.B:	1) All questions are compulsory.		
	2) Figures to the right indicate full marks.	•	
Q. 1)	(a) Discuss the changing role of H.R. Manager in today's time.	(15)	
	(5) How HRIS helps in information management in an organization?		
	OR		
	(c) Briefly explain about job analysis.	(15)	
	(d) What is the role of recruitment agencies in recruitment and selection	on of managerial	
	personnel?		
O. 2)	(a) Elaborate various challenges before trainers in training of employe	(15)	
Q. 2)		es. (15)	
	(b) Describe the process involved in performance appraisal.		
	OR (*) Write a note on Knowledge enrichment.	(15)	
	(4) Illustrate with suitable example the management of transfer of emp		
•		noyees.	
Q .3)	(a) Discuss the recent changes in Trade Union Act.	(15)	
	(b) What are the features of the Child Labour (Prohibition and Regula	tion) Act?	
	OR .		
	(c) Describe the various features of Payment of Gratuity Act.	(15)	
	(d) Explain the features of Minimum Wages Act.		
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Q. 4)	A) Fill in the blanks with appropriate options.	(05)	
1)	is one of the functions of HRM.		
	a) Product Packaging b) Repairs and Maintenan	nce	
	c) Inventory Management —d) Employee Compensati	ion	
2)	Strategic HRM is approach.		
	a) Rigid b) Proactive		
	c) Reactive d) All of these		
3)	is the process of searching for prospective and la		
3)	is the process of searching for prospective employ	ees and stimulating	
	them to apply for the jobs in the organisation.		
	a) Recruitment b) Job Rotation	• .	
	c) Training d) Workplace Discrimina	ation	
	1	*	

4	is covered by Industrial dispute act.			
	a) Contract Labour	b) Apprentices		
	c) Part-time employees	All of these		
5)	is an example of positive personal stressor.			
	a) Promotion	b) Bankruptcy		
	c) Being Neglected	d) Illness		
Q. 4.	B) State whether the followin	g statements are True or False. (05)		
1)	HRM facilitates to accomplish only organizational objectives.			
2)	Retraining enables the old or existing employees to acquaint them with the new skills.			
3)	For a child to work as an artist, a producer shall furnish an undertaking in 'Form-S' to the			
	District Magistrate.			
4)	A fundamental objective of Employees Compensation Act is to provide coverage of			
	employees for job-related accidents and disease. T			
5)	Millennials are motivated by de	Millennials are motivated by delegation of authority.		
Q. 4.	C) Match the Column.	(05)		
	Group A	Group B		
	1) Seniority basis promotion	Technique of MDP (3)		
	2) Performance Appraisal (3) Arrangement to fill up key organizational positions (1)			
	3) Mentoring	c) Systematic evaluation of employees performance		
	4) Succession Planning Shortening work week (5)			
	5) Work Life Balance	e) Lower Level		
04	Write Short notes on (Any Th	OR (15)		
174.		ree) (15)		
Q4. 1)				
1)	Employee safety measures			
1) 2)	Employee safety measures Stress			
1) 2) 3)	Employee safety measures Stress Managing Millenials			
1) 2) 3) 4)	Employee safety measures Stress Managing Millenials Talent Management			
1) 2) 3) 4)	Employee safety measures Stress Managing Millenials			