

**COM 604.1**

**Reg. No. ....**

**CREDIT BASED SIXTH SEMESTER B.Com. DEGREE EXAMINATION APRIL 2015**

**COMMERCE**

**HUMAN RESOURCE MANAGEMENT – II**

**Time: 3 Hrs**

**Max. Marks: 100**

**SECTION – A**

**Answer any THREE questions:**

**3×20=60**

1. Define workers participation in Management. Explain the reasons for failure of workers participation in India.
2. Define Human Resource Accounting. Explain the advantages and limitations of Human Resource Accounting.
3. Define collective bargaining. Explain the process of collective bargaining and its impact in the Indian context.
4. Explain in detail different forms of Industrial Disputes. Analyse the role of Labour Welfare Officers in the settlement of industrial disputes.

**SECTION – B**

**Answer any THREE questions:**

**3×5=15**

5. Write a note on Talent Management.
6. Why is Emotional Intelligence critical to workplace performance?
7. Elaborate the concept of Fringe Benefits.
8. What is HR audit? What are its benefits to an organization?

**SECTION – C**

**Answer all the questions:**

**5×1=**

9. Give the meaning of fair wage.
10. What is a Joint Management council?
11. Mention any two functions of trade union.
12. What is Red Hot Stove Rule?
13. What is knowledge management?

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APRIL 2016  
COMMERCE  
HUMAN RESOURCE MANAGEMENT-II**

Time: 3 Hrs.

Max. Marks: 80

**SECTION – A**

**Answer any THREE questions: 3×20=60**

1. What is meant by Workers participation in Management and explain its forms. Suggest measures for making participation successful.
2. What are the essential conditions for collective Bargaining? Give suggestions to strengthen collective Bargaining.
3. Explain the causes for poor Industrial Relation and suggest measures to improve them.
4. Explain the objectives of wage and salary administration and explain the various wage fixation institutions in India.

**SECTION – B**

**Answer any THREE questions: 3×5=15**

5. What are the causes of employee indiscipline?
6. Write a note on Human Resource Research.
7. What are the factors affecting wage/salary?
8. What are the advantages of Human Resource Accounting?

**SECTION – C**

**Answer ALL the questions: 5×1=5**

9. What is Knowledge Management?
10. What is Human Resource Audit?
11. What is Red Hot Stove Rule?
12. What is meant by Moon Lighting?
13. What is Voluntary Arbitration?

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