



DE-2629

**First Year B. Com. (Sem. I) (Honours) Examination**  
**March/April – 2016**  
**Human Resource Management-I**

Time : Hours]

[Total Marks : 50

**Instructions :**

(1)

नीचे दृष्टावेव निशानीवाणी विगतो उत्तरवही पर अवश्य लपवी. Fillup strictly the details of signs on your answer book.	Seat No. :
Name of the Examination :	<input type="text"/>
<input type="text" value="FIRST YEAR B. COM. (SEM. I) (HONOURS)"/>	<input type="text"/>
Name of the Subject :	<input type="text"/>
<input type="text" value="HUMAN RESOURCE MANAGEMENT-I"/>	<input type="text"/>
Subject Code No. : <input type="text" value="2"/> <input type="text" value="6"/> <input type="text" value="2"/> <input type="text" value="9"/>	<input type="text"/>
Section No. (1, 2,.....) : <input type="text" value="Nil"/>	<input type="text"/>
	Student's Signature

- (2) All questions are compulsory.  
(3) Figures to the **right** indicate full marks.

- Q.1. Answer in brief: 10
1. What is human resource?
  2. Enlist operative functions of Human Resource Management.
  3. Explain term Job Description.
  4. Explain in brief technique of Human Resource demand forecasting.
  5. What is Panel interview? Explain why selection is termed as negative process.
- Q. 2.a. What is HRM? State its characteristics and its importance in context to modern organizations. 6
- b. Differentiate between personnel management and human resource management. 7
- Q.3.a Define recruitment. Explain the process of recruitment. 7
- b. Write note on Human resource planning. 6
- Q.4.a. Explain significance of training programme from employee's point of view. 7
- b. CaseStudy: 7

Mitasha and Ruchir first met each other at B-School where they completed post-graduation in management under different streams and became very close to each other. By nature Ruchir was friendly and sociable while Mitasha is quiet and doesn't make friends easily they decided to join same organization as to be with one another. They both joined Sai Infosys. Both were placed at same grade but, Ruchir was placed in HR department and Mitasha was placed in finance department. After four years of services at Sai Infosys their relationship was witnessing hard time. General Manager

of the company was shocked to receive resignation from Mitasha. He called Ruchir and asked the reason. Ruchir was shocked to hear this as he didn't had any idea of it. As both of them were star performer GM did not wanted to lose any of them and decided to talk to Mitasha. He called her after long persuasion she opened up and narrated the problem that Ruchir is so popular among other employee and no one even knows her name. Everyone greets him but no one even notice her though she is doing much important job of financial executive. GM explained her treatment is due to difference in their Job description. Understanding basic nature of job Mitasha is convinced and did not leave the organization.

Answer following questions on the basis of above case:

- a. Highlight the problem in the case.
  
  - b. In light of the situation mentioned in case, outline the effect of job description on behavior and role of employee in organization
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