



বিদ্যাসাগর বিশ্ববিদ্যালয়
VIDYASAGAR UNIVERSITY
Question Paper

B.Com. Honours Examinations 2021
(Under CBCS Pattern)
Semester - III
Subject : ACCOUNTING & FINANCE
Paper : C 5-T
(Human Resource Management)

Full Marks : 60
Time : 3 Hours

*Candidates are required to give their answers in their own words as far as practicable.
The figures in the margin indicate full marks.*

(Theory)
Group-A

- A. Answer any **four** questions from the following : 12×4=48
1. Distinguish between Human Resource Management (HRM) and Human Resource Development (HRD). Discuss the role of Human Resource manager. 6+6
 2. Define Human Resource Planning. Explain its features and objectives.
 3. What is compensation? Discuss the different methods of wage payment.
 4. State the different processes of man-power planning. 12

5. What is employee selection? Discuss the procedure of selection of employee of a concern. 4+8
6. State the different methods of job evaluation. 12
7. “A Sound Employer—Employee relationship is an effective tool for employee motivation and morale”—Discuss. 12
8. Write notes on (any three) : 4×3
- (i) Social Security.
 - (ii) Employee counseling.
 - (iii) VRS
 - (iv) Fringe benefits.
 - (v) Training process.
 - (vi) On – the job training.

Group-B

- B. Answer any *six* questions from the following : 2×6=12
- 1. Differentiate between Recruitment and Selection.
 - 2. Distinguish between Training and Development.
 - 3. Write any two objectives of Performance Appraisal.
 - 4. Define promotion.
 - 5. What do you mean by Employee Welfare?
 - 6. State two causes of Industrial Disputes.
 - 7. What is Man-Power planning?
 - 8. What is Induction training?
 - 9. What is job specification?
 - 10. Why is human is called a resource?