

2020

BUSINESS ADMINISTRATION — HONOURS

Seventeenth Paper

(Human Resource Management Group)

[Employee & Wage Administration]

Full Marks : 100

(Time : 2 hrs.)

The figures in the margin indicate full marks.

*Candidates are required to give their answers in their own words
as far as practicable.*

Group - A

(Marks : 50)

Answer *any two* questions.

25×2

1. Outline the importance of Human Resource Planning in an organisation.
2. Discuss the different stages of Selection of employees.
3. 'Career planning is important for competent managers.' – Justify this statement.
4. Discuss the concept of discipline among workers and state the role of managers in maintaining discipline.
5. Discuss the different sources of Recruitment.
6. What are the various advantages of effective Performance Appraisal in organizations?
7. Discuss the concept and stages of succession planning.
8. State the different methods of Performance Appraisal adopted in MNCs.
9. Critically discuss the different stages of recruitment.
10. How does recruitment and selection give a competitive advantage to a firm in the marketplace?

Please Turn Over

Group - B

(Marks : 50)

Answer *any two* questions.

25×2

11. Outline the role of compensation management in an organization.
 12. Define collective bargaining and outline its characteristics.
 13. Discuss the differences between Job Analysis and Job Evaluation.
 14. Wage differentials have considerable economic and societal implications for an industry. Discuss.
 15. Discuss the meaning of Dearness Allowance.
 16. Bring out the difference between Bonus and Incentive.
 17. Discuss the different component of wages.
 18. Analyse the role of Wage Boards in wage fixation in the Indian Context.
 19. Outline the purpose of Pay Commission in India.
 20. What are the factors affecting employee remuneration?
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