

13/5/26

(M)

Exam.Code:0314
Sub. Code: 25394

2056

M.Com. (Entrepreneurship and Family Business)
Fourth Semester

FB-403: Business Management – IV (Human Resource Management)

Time allowed: 3 Hours

Max. Marks: 80

NOTE: Attempt five questions in all, selecting atleast two questions from each Unit. All questions carry 16 marks.

x-x-x

UNIT – I

1. What are the primary challenges faced by HRM in today's dynamic business environment, and how can HR managers overcome these challenges to ensure effective talent management?
2. Explain the concept of job analysis and discuss various methods used for conducting job analysis.
3. Discuss the selection process in detail, including types of selection tests and interviews. How can HR managers design and conduct effective interviews to identify the most suitable candidates for positions?
4. Explore various methods of employee development and the importance of identifying developmental needs within organizations.
5. What are the different approaches to job design, and how do flexible and new work arrangements impact HRM practices within organizations?

UNIT – II

6. How does career management contribute to organizational success, and what are the key stages in employee career development?
7. Explain the concept of industrial relations and the regulatory mechanisms guiding them.
8. Discuss the significance of non- financial rewards and fringe benefits in employee retention.
9. What strategies can organizations employ to engage in effective collective bargaining and maintain positive industrial relations?
10. How can organizations effectively handle employees grievances?

x-x-x

