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M.Com. 1st Semester Examination, 2024

COMMERCE

*(Human Resource Management and
Organisation Behaviour)*

PAPER – COM-101.1 & 101.2

Full Marks : 50

Time : 2 hours

Answer all questions

The figures in the right hand margin indicate marks

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

PAPER – COM 101.1

(Human Resource Management)

1. Answer any two of the following : 5 × 2

(Turn Over)

- (a) What is delegation of authority? Mention the obstacles to delegation from the viewpoint of a superior? 2 + 3
- (b) What is training? How is it different from development? 2 + 3
- (c) Explain the importance of human resource planning in organisations. 2 + 3

2. Answer any *one* of the following : 10 × 1

- (a) (i) Write the meaning of job enrichment.
- (ii) Explain the need for performance appraisal.
- (iii) Grow Ltd., is a company selling school stationery items. As the manager of HR department of your organisation, you are required to design an advertisement for recruitment of Sales Executives for your company mentioning all necessary details. (3 + 3) + 4

- (b) (i) Write down the advantages of internal methods of recruitment.
- (ii) As the Principal of an English Medium School, you are required to design the process for selecting a Music Teacher.
- (iii) Mention the objectives of job evaluation. (3 + 4) + 3

PAPER – COM 101.2

(Organisation Behaviour)

3. Answer any *two* questions form the following :

- (a) Discuss the significance of Organisation Behaviour. 5×2
- (b) What is Cohesiveness in a group ? How cohesiveness and productivity norm affect organisational productivity ? 1 + 4

(4)

(c) Write short notes on : 2 + 3

(i) Ability Job fit

(ii) Big Five Factor Model.

4. Answer any *one* of the following question : 10 × 1

(a) (i) What is perception ?

(ii) Discuss the process of perception.

(iii) What are the common mistakes a person commit while judging another person ? 2 + 3 + 5

(b) (i) What is organisation culture ?

(ii) What are its characteristics ?

(iii) How is organisation culture created and developed ? 2 + 3 + 5

[Internal Assessment — 10 Marks]
