



**UNIVERSITY OF NORTH BENGAL**

B.Com. Honours Part-III Examination, 2021

**B.COM.**

**PAPER-3H5 (Revised New Syllabus)**

**PERSONNEL MANAGEMENT**

**(For Honours in Management only)**

Full Marks: 100

**ASSIGNMENT**

*The figures in the margin indicate full marks.*

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

*All symbols are of usual significance.*

**Answer any four questions from the following**

25×4 = 100

1. Define and explain the significance of Personnel Management. Discuss the functions of Human Resource Management. Distinguish between Personnel Management and Human Resource Management. 3+8+8+6
2. Elaborate the different approaches to job design. Explain the process of Job Analysis and techniques of data collection. 10+15
3. Define Human Resource Planning. Discuss the objectives of Human Resource Planning. Explain the process of Human Resource Planning. 4+6+15
4. Discuss briefly the advantages and disadvantages of the different sources of recruitment. Explain the ways and means of scientific selection process. 10+15
5. Elucidate the objectives and the different methods of training. Discuss the impact of compensation on employee performance and organizational effectiveness. 15+10
6. Discuss the legal provisions for employee health and safety in an organization. Explain how employee counseling can positively impact the performance of employees in an organization. 15+10

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