

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA – SEMESTER 2 – EXAMINATION – SUMMMER 2019

Subject Code: 3529205

Date: 14/05/2019

Subject Name: HUMAN RESOURCE MANAGEMENT

Time: 10:30 AM To 01:30 PM

Total Marks: 70

Instructions:

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

Q. No.		Marks
Q.1	Short questions (a) Define Validation? (b) What is Demotion? (c) What are Fringe Benefits? (d) What is knowledge Management? (e) Define Retraining (f) Vestibule Training (g) What is Human Resource Accounting	14
Q.2	(a) Discuss the various internal and external sources of recruitment.	07
	(b) Discuss various on-the-job and off-the-job training methods.	07
OR		
	(b) List out the problems of performance evaluation? How to overcome it	07
Q.3	(a) Discuss in detail the grievance handling procedure	07
	(b) Define Compensation. What are the current trends in Compensation?	07
OR		
Q.3	(a) Explain the causes and objectives of Transfers.	07
	(b) 'Sound Employee relations are must for business growth' Justify	07
Q.4	(a) What is Career Management? Explain the steps involved in it.	07
	(b) Explain the support of Computer application in Human Resources Management	07
OR		
Q.4	(a) Write a detailed note on development of mentor-protégé relationship	07
	(b) Explain the role of Human resource in changing India environment	07

Q.5 CASE STUDY:

A Protect & Gamble survey shows that wearing the right make-up can help women move up the career faster. Another survey by Aziz Corporation in Britain of 100 company bosses showed that one in four employers were more likely to give a job to a woman who wore make-up than one who did not. A third of those surveyed felt that a woman without make-up looked like she couldn't be bothered to make an effort.

Again, Aziz Corporation, which is a communication and leadership consultancy, is in the business of image management and its consultants seem to be in the job of dishing out advice such as the etiquette of wearing heels to businesswomen to make an impact in boardrooms. Kaya Skincare, along with Nielsen had some time ago done a survey of the Indian men in the 18-50 age groups, which showed that they were quite aware of the importance of personal grooming for workplace success.

Eight out of 10 men surveyed said that being well-groomed had a positive effect on their careers.

- | | | |
|-----|--|-----------|
| (a) | Do you think it is weird yardstick on career progress for women, sometimes for men do? | 07 |
| (b) | Do you think it is true in the case of men's career too? | 07 |

OR

- | | | | |
|------------|-----|---|-----------|
| Q.5 | (a) | Do you buy an argument that who take care of themselves also take care of their jobs better? | 07 |
| | (b) | Don't you think that it is a discrimination to give more wages and faster promotion to attractive workers (both sex)? | 07 |
