

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-II • EXAMINATION – SUMMER • 2014

Subject Code: 820004

Date: 29-05-2014

Subject Name: Human Resource Management (HRM)

Time: 10.30 am - 13.30 pm

Total Marks: 70

Instructions:

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

- Q.1 (a)** Define Strikes, Lockouts, Retrenchment and Closure as per ID Act, 1947 **07**
- (b))** Define Job Enrichment, Job Rotation, Job Enlargement and Job Evaluation. **07**
- Q.2 (a)** What is ILO? What are the objectives and functions of ILO? **07**
- (b)** Define HR Planning. What are the steps of HR Planning? **07**
- OR**
- (b)** Explain the process of Registration of Trade Union with reference to Trade Union Act, 1926. **07**
- Q.3 (a)** What are the different sources of Recruitment? Explain the pros and cons of each. **07**
- (b)** What are the provisions related to the Employees Welfare, as per Factories Act, 1948. **07**
- OR**
- Q.3 (a)** What are the Issues and Trends in managing Global Human Resource? **07**
- (b)** Describe the process of handling Grievance in organizations. **07**
- Q.4 (a)** Which are the different techniques of Performance Appraisal followed in organizations? Which according to you is the best method and why? **07**
- (b)** Describe the various methods of settling Industrial Disputes. **07**
- OR**
- Q.4 (a)** Why is Training and Development important? Which are the traditional training methods being adopted by organizations? **07**
- (b)** Write a Short note on various forms of Participative Management. **07**
- Q.5 (a)** Describe the process of Establishing Pay Rates. **07**
- (b)** List out the 3 International Staffing policies. Explain the reasons of failure of Expatriate assignments. **07**
- OR**
- Q.5 (a)** Which are the deductions under Payment of Wages Act, 1936? **07**
- (b)** Write Short Note on the importance and prerequisites for Collective Bargaining. **07**
