

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA - SEMESTER-II • EXAMINATION – SUMMER 2015

Subject Code: 820004

Date: 27/05/2015

Subject Name: Human Resource Management (HRM)

Time: 10:30 am - 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.1 (a)** What is meaning of HRM? Discuss changing environment of HRM? **07**
- (b)** Explain the following in brief: **07**
(i) Dejobbing (ii) Job enrichment (iii) Job rotation
- Q.2 (a)** Explain the difference between recruitment and selection. Name and describe the main internal sources of recruitment. **07**
- (b)** Define job analysis. Explain job description in detail. **07**
- OR**
- (b)** Define Strategic Human Resource Management and Explain the seven steps in strategic management process. **07**
- Q.3 (a)** Write a brief note on different types of Interviews conducted. **07**
- (b)** Explain the various Off-the-Job Management and Development Techniques. **07**
- OR**
- Q.3 (a)** Explain what is performance management and how would you differentiate it from performance appraisal. Explain any two methods of Performance Appraisal in detail. **07**
- (b)** Discuss the pros and cons of Incentives for salespeople. **07**
- Q.4 (a)** Discuss Safety provision as contained in Factories Act, 1948. **07**
- (b)** Define Trade Union. What are the objectives of Trade Union? **07**
- OR**
- Q.4 (a)** What is Industrial Dispute? Describe the methods of resolving Industrial Dispute. **07**
- (b)** Write a short note on “Collective Bargaining”. **07**
- Q.5 (a)** Write a short note on “Workers’ Participation in Management”. **07**
- (b)** Explain why Expatriate Assignments fail? What you plan to do to avoid such failures? **07**
- OR**
- Q.5 (a)** Explain the objectives and limitation of Minimum Wages Act. **07**
- (b)** Define “Industrial Relation.” Discuss various aspects and features of Industrial Relations. **07**
