

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA (AM)– SEMESTER –9 EXAMINATION – WINTER - 2018

Subject Code: 4190532

Date: 26/11/2018

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.1 (a)** What do you understand about Human Resource Management? Write the five objectives of it. **07**
- (b)** What is recruitment? What are the five main things you would do to recruit and retain a more diverse workforce? **07**
- Q.2 (a)** What is job analysis? How can you make use of the information it provides? **07**
- (b)** Critically analyze four theories of Compensation? **07**
- OR**
- (b)** Explain in detail the four selection techniques widely use in India. **07**
- Q.3 (a)** Why is HR Planning more common among large organization than among small ones with examples? **07**
- (b)** Summarize the four basic factors in determining pay rates. **07**
- OR**
- Q.3 (a)** What is Job Design? Explain in detail. How it is different from Job Analysis? **07**
- (b)** What do you understand by the term employee benefits? Write four types of employee benefits scheme in detail? **07**
- Q.4 (a)** Explain three different techniques of job evaluation. What are the advantages and disadvantages of each technique? **07**
- (b)** Describe in detail the process of performance appraisal. **07**
- OR**
- Q.4 (a)** State the importance of Management Development program, keeping Indian conditions in mind. **07**
- (b)** What do you understand by training? Explain four method of training with suitable example. **07**
- Q.5 (a)** What is an industrial dispute? How does it adversely affect the workers, the management and the nation as a whole? **07**
- (b)** Write a detail note on role of cross-cultural training in managing international business operations. **07**
- OR**
- Q.5 (a)** Discuss the objectives and functions of trade unions in India. **07**
- (b)** What kind of characteristics are important in selecting an individual as expatriate? **07**
