

GUJARAT TECHNOLOGICAL UNIVERSITY**M.B.A. Sem-II Examination May 2011****Subject code: 820004****Subject Name: Human Resource Management****Date: 26/05/2011****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) Explain in detail the strategic role of human resource management **07**
(b) What are the modern methods of employee testing and selection? **07**

- Q.2** (a) What are the different techniques of conducting interview? **07**
(b) What is performance appraisal? Explain the different techniques of performance appraisal which can be used in company. **07**

OR

- (b) “An orientation programme is necessary for all the employees, whether they are having experience or not” Justify the statement **07**

- Q.3** (a) Write a detailed note on strategic organizational renewal? **07**
(b) Is the system of pay for performance acceptable? Also explain the different employees incentive plan. **07**

OR

- Q.3** (a) What are the recent trends in managing global human resources? **07**
(b) Explain the process of establishing pay rates. **07**

- Q.4** (a) Define the term industrial relation. What are the functions of industrial relation? **07**
(b) What are the different types of trade union? Explain the four important types of union structure. **07**

OR

- Q.4** (a) What are the different methods of settling industrial disputes? **07**
(b) What is the importance of collective bargaining? What are the essential conditions for successful functioning of collective bargaining? **07**

- Q.5** (a) Mention the organizational structure under International Labor Organization and describe the major activity of International Labor Organization. **07**
(b) Briefly write about various deductions under Payment of Wages Legislation. **07**

OR

- Q.5** (a) Define “Occupier” and mention general duties of Occupier under Factories Act **07**
(b) Explain the provision regarding to which employer must pay the minimum wage to his employees. What are the penalties of failure to pay the minimum wages? **07**
