

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA Semester –II Examination Dec. - 2011

Subject code: 820004**Date: 14/12/2011****Subject Name: Human Resource Management****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)** Define :- **07**
- i. Job Specification
 - ii. Job Description
 - iii. Job Enlargement
- (b)** Write in detail “Recruitment and Selection Process” **07**
- Q.2 (a)** Describe “External sources for Recruitment of candidates”. **07**
- (b)** What are the different types of Interviews conducted and also write about some of the errors committed by Interviewer. **07**
- OR**
- (b)** Define Human Resource Planning and steps involved in Human Resource Planning Process. **07**
- Q.3 (a)** What is “Management Development” and write two types of methods which are used for developing managers. **07**
- (b)** What is “Performance Appraisal” and describe Graphic Rate Scale Method, Paired Comparison Method, and BARS of Performance Appraisal. **07**
- OR**
- Q.3 (a)** In your opinion why the importance of “Training and Development” has been increased in last two decades? **07**
- (b)** Is HRM a “line function” or “staff function” explain and write Primary and Secondary functions of HRM. **07**
- Q.4 (a)** Write the procedure for Registration of Trade Union, in reference to the Trade Unions Act, 1926. **07**
- (b)** Write a short note on “Collective Bargaining”. **07**
- OR**
- Q.4 (a)** Write a short note on “Workers’ Participation in Management”. **07**
- (b)** Define “Wages” as defined under The Payment of Wages Act, 1936 and give details of the deductions allowed under the Act. **07**
- Q.5 (a)** Define “Strike”, “Lock-out” and “Retrenchment” under the Industrial Dispute Act, 1947. **07**

- (b) What are the various provision related to “Welfare”, as described under The Factories Act, 1948. **07**

OR

- Q.5** (a) Write a short note on “International Labour Organization” (ILO). **07**
- (b) Write short notes on any two Authorities out of the following, for Settling the Industrial Dispute in reference to the Industrial Dispute Act, 1947. **07**
- (a) Works Committee
 - (b) Conciliation Officer
 - (c) Labour Court
 - (d) Industrial Tribunal
