

Seat No.: _____
No. _____

Enrolment

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA - SEMESTER-II • EXAMINATION – SUMMER 2013

Subject Code: 2820004

Date: 20-05-2013

Subject Name: Human Recourse Management

Time: 10:30am – 01:30pm

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. Succession planning
ii. Dejobbing
iii. Industrial Relations
(b) What is meaning of HRM? Discuss changing environment of HRM? **07**
- Q.2** (a) Explain how to recruit a more Diverse workforce. **07**
(b) Explain Six factors that affect the usefulness of interviews. **07**
- OR**
- (b) Explain any three On-the-Job training and off-the-Job training for Management Development. **07**
- Q.3** (a) What is Job evaluation? Explain Methods of Job evaluation. **07**
(b) Discuss incentives for Salespeople with example of auto mobile industry. **07**
- OR**
- Q.3** (a) Explain any two methods of Appraising Performance **07**
1. Critical Incident Method
2. Behaviorally Anchored Rating Scales (BARS)
3. Graphic Rating Scale Method
(b) Explain why Expatriate Assignments Fail? What you plan to do to avoid such failures? **07**
- Q.4** (a) Define Trade Union? What are the objectives of Trade Union? **07**
(b) Method of settling Industrial Dispute without State Intervention. **07**
- OR**
- Q.4** (a) Short note on ILO **07**
Q.4 (b) Short note on Workers' Participation in Management **07**
- Q.5** (a) Briefly write about various deductions under Payment of Wages Legislation. **07**
(b) Discuss Safety provision as contained in Factories Act, 1948. **07**
- OR**
- Q.5** (a) Explain any three methods of Internal and external Recruitment. **07**
(b) Write a note on Ethnocentric, Polycentric and Geocentric as to classify top executives' values. **07**
