

GUJARAT TECHNOLOGICAL UNIVERSITY**SEMESTER– 2 EXAMINATION – WINTER 2012****Subject code: 2820004****Date: 08/01/2013****Subject Name: Human Resource Management****Time: 10:30 – 13:30****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 what is Job Analysis and Define Job Description & Job Specification. Compare and contrast the methods for collecting Job Analysis Data. **07**

(b) Explain the Model Grievance Procedure. **07**

Q.2 (a) Define Performance Measurement and Performance Management System. Discuss some major methods for measurement of performance. **07**

(b) Define Strategic Human Resource Management and explain the seven steps in strategic management process. **07**

OR

(b) Whether you are a line manager or a staff manager, you are side by side an HR manager also. Give your comments on this statement. **07**

Q.3 (a) What is the process of Human Resource Planning? Highlight the importance of HRP. **07**

(b) State the different methods of interview and also state the various types of Interviews. **07**

OR

Q.3 (a) Explain the difference between recruitment and selection. Discuss the different sources of recruitment and for which type of recruitment they are used. **07**

(b) Explain the process of selection with diagram and state with relevant examples importance to conduct pre-employment background investigations. **07**

Q.4 (a) What is Industrial Dispute? Describe the methods of resolving Industrial Dispute. **07**

(b) Define “Industrial Relation.” Discuss various aspects and features of Industrial Relations. **07**

OR

Q.4 (a) What is meant by Collective Bargaining ? Discuss the pre-requisites of a successful collective bargaining process. **07**

(b) Explain the objectives and limitation of Minimum Wages Act. **07**

Q.5 (a) Define Trade Union Act, 1926. State the registration process. **07**

(b) Define Factories Act, 1948. What are the various provisions related to health? **07**

OR

Q.5 (a) Discuss major activities undertaken by International Labour Organization. **07**

(b) Explain the objectives of Worker's Participation in Management and discuss what are the different methods for WPM **07**
