

GUJARAT TECHNOLOGICAL UNIVERSITY**M.B.A.- SEMESTER – II • EXAMINATION – WINTER 2012****Subject code: 820004****Date: 08-01-2013****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) Explain how traditional HRM differs from Strategic HRM **07**
 (b) Discuss the basics of Job Analysis. Mention the uses of Job Analysis Information. **07**
- Q.2** (a) Explain the meaning & importance of Performance Management Process. Compare Performance Appraisal with Performance Management **07**
 (b) Identify specific people in the organization who could play an important role in developing the career of the employee. Explain the nature of the role they could play. **07**
- OR**
- (b) Enumerate the different training methods used in organizations to deliver the training. **07**
- Q.3** (a) Discuss the unique features of Global Human Resource Management (GHRM). Explain how the cultural differences, can have an influence on the GHRM Practices. **07**
 (b) Explain the characteristics required of an expatriate manager to be successful. **07**
- OR**
- Q.3** (a) What is Competency based pay. Explain, for what purpose is it used in the Organization **07**
 (b) Discuss the different types of Incentives & Recognition Programs that can be given to individual employees in the organization. **07**
- Q.4** (a) Explain the term: 'Industrial Relations. Discuss the factors that Influence Industrial Relations **07**
 (b) Write Short notes on: I) Collective Bargaining **07**
 Grievance Handling Procedure. **07**
- OR**
- Q.4** (a) Define what Industrial dispute is. Discuss the various causes that lead to industrial dispute. **07**
 (b) Detail out the objectives of the Trade Union. Explain the methods that trade unions can use to fulfill these objectives. **07**
- Q.5** (a) Give the definition of "Wages" as mentioned under the "Payment of Wages Act, 1936". Describe the scope of the Act. **07**
 (b) Classify & discuss the various types of Labor Legislations prevalent in the country **07**
- OR**
- Q.5** (a) Discuss the pre requisites required for the success of "Workers' Participation in Management". **07**
 (b) Briefly state the notable aspects related to social security adopted by International Labour Organization in its preamble **07**
