

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

Subject Code: 2820004**Date: 27-12-2013****Subject Name: Human Recourse Management (HRM)****Time: 02.30 pm – 05.30 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 Human Resource Planning and steps involved in Human Resource Planning Process. **07**
 (b) Explain the difference between recruitment and selection. Discuss the different sources of recruitment. **07**
- Q.2** (a) Explain what is Job Analysis and Define Job Description & Job Specification. Compare and contrast the methods for collecting Job Analysis Data. **07**
 (b) Define the concept of training. How would you differentiate training from development and explain the methods of management development in detail. **07**
- OR**
- (b) What is performance appraisal? Explain the different Techniques of Performance Appraisal which can be used in company. **07**
- Q.3** (a) Explain various provision related to “Welfare”, as described under The Factories Act, 1948. **07**
 (b) Write the procedure for Registration of Trade Union, in reference to the Trade Unions Act, 1926. **07**
- OR**
- Q.3** (a) What is Industrial Dispute? Describe the methods of resolving Industrial Dispute. **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.4** (a) Define Strategic Human Resource Management and explain various steps in strategic management process. **07**
 (b) Compare and contrast the following methods of Job Evaluation: Ranking, Classification, Factor Comparison and Point Method. **07**
- OR**
- Q.4** (a) Explain in detail various types of Incentive Plan. **07**
 (b) Define “Strike”, “Lock-out” and “Retrenchment” under the Industrial Dispute Act, 1947. **07**
- Q.5** (a) What are the recent trends in managing global human resources? **07**
 (b) Write a short note on “Collective Bargaining”. **07**
- OR**
- Q.5** (a) Write a short note on “International Labour Organization” (ILO). **07**
 (b) Write a short note on “Workers’ Participation in Management”. **07**
