

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA I - SEMESTER - II EXAMINATION – WINTER • 2014

Subject Code: 2820004

Date: 26-12-2014

Subject Name: Human Resource 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) Explain Recruitment and Selection Process, also mention some of the main techniques used in employment planning and forecasting. 07

(b) What is Job Analysis? Discuss various methods for collecting Job analysis data. Explain pros and cons of each method. 07

Q.2 (a) Explain why incentive plans fails? What guidelines should a management follow to ensure effective implementation of Incentive plans? 07

(b) Elucidate various problems associated with Performance Appraisal; also provide solutions to overcome these problems. 07

OR

(b) What is the purpose of Performance Appraisal? Explain how you would use the alternation ranking method, the paired comparison method, and the forced distribution method. 07

Q.3 (a) Define Industrial Relations. Explain the major aspects of Industrial relations. 07

(b) Discuss Health and Welfare provisions covered under the Factories Act. 07

OR

Q.3 (a) Explain the meaning of Collective Bargaining and discuss importance of Collective Bargaining in modern industrial societies. 07

(b) Describe the registration process for new unions under Trade Union act, 1926. 07

Q.4 (a) What is meant by strategy, mission and vision in an organization? Explain how human resources management can be instrumental in helping an organization create competitive strategy. 07

(b) Explain fundamental principles and Organization Structure of International Labor Organization. 07

OR

Q.4 (a) Explain ways to improve international assignments through selection process with appropriate examples. 07

(b) Discuss meaning, goals and Forms of Workers' Participation in Management. 07

Q.5 (a) Briefly describe each of the following types of interviews with appropriate examples. 07

Unstructured Panel Interview
Structured sequential Interview
Job-related structured interview

(b) Explain with necessary details Characteristics, Objectives and Process of Job Evaluation. 07

OR

Q.5 (a) What is Training? Explain any three types of On-the-Job Training Method with relevant examples. 07

(b) Discuss critically the various external sources of recruitment. What are the relative merits and demerits of these sources? 07
