Seat No.:	Enrolment No.
Jour 110	

GUJARAT TECHNOLOGICAL UNIVERSITY

BE - SEMESTER-VIII • EXAMINATION – SUMMER • 2015

Subject code: 181502 Date: 11/05/2015 **Subject Name: Management of Human Resources** Time: 10.30AM-01.00PM **Total Marks: 70 Instructions:** 1. Attempt all questions. 2. Make suitable assumptions wherever necessary. 3. Figures to the right indicate full marks. Define Human Resource Management. Discuss how Industrial Engg. Dept. 0.1 can play vital role in the field of HRM. Differentiate between job analysis and job evaluation. 07 **(b) Q.2** (a) State and explain sources of recruitment. 07 Explain financial and non-financial motivation. How motivation is related 07 with productivity? OR Explain the procedure of determining wage structure. **07 (b)** 0.3 (a) What are the effects of industrial disputes? How they can be settled? **07 (b)** Explain the factors affecting 'performance appraisal'. 07 0.3 (a) How morale of the employees can be improved? What is the effect of 07 morale on productivity? What do you understand by personnel administration? Explain quoting 07 your observation in the industry where you carried out your project. 0.4 (a) Discuss importance of job description for absorbing right personnel. 07 Write note on Estimating training requirement of new employee. 07 (a) Discuss and distinguish wage policies for a worker and office staff. 07 **Q.4 Q.4 (b)** Discuss importance of welfare policies and facilities in an organization. 07 **Q.5** (a) Discuss importance of inter-personnel relationship in building a successful 07 business empire. Discuss dynamics of group behaviour of employees in case of agitation or 07 strike in an organization. OR Discuss Maslow's theory of need Hierarchy related to employee of any **Q.5 07** organization. **(b)** What is job enrichment? State its needs and explain its process. **07**
