

GUJARAT TECHNOLOGICAL UNIVERSITY**B. HMCT – SEMESTER – V • EXAMINATION – WINTER 2013****Subject Code: 153304****Date: 06-12-2013****Subject Name: Human Resource Management****Time: 10.30 am - 01.00 pm****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

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|------------|-----|---|-----------|
| Q.1 | (a) | Difference between Human Resource Management & Personnel Management | 07 |
| | (b) | Explain the latest trend in HRM | 07 |
| Q.2 | (a) | What is HRP and state its importance | 07 |
| | (b) | Constrains & Challenges in Recruitment Procedure | 07 |
| | (b) | Difference between Induction, Orientation & Training | 07 |
| Q.3 | (a) | State Various methods of Performance Appraisal | 07 |
| | (b) | Why 360 degree appraisal is the most effective way in the organization | 07 |
| OR | | | |
| Q.3 | (a) | State different methods of Job Analysis | 07 |
| | (b) | Job Satisfaction is the main ingredient in the organization for the Employees | 07 |
| Q.4 | (a) | What is Direct & Indirect cost ? What tax benefit it gives to the employees | 07 |
| | (b) | Prepare the salary of the Employee by listing down the components included in CTC | 07 |
| OR | | | |
| Q.4 | (a) | State different Incentive Plans | 07 |
| | (b) | Explain the importance of Labour Welfare Management | 07 |
| Q.5 | (a) | Explain the collective bargaining and its importance in the organization | 07 |
| | (b) | Types of Trade Union | 07 |
| OR | | | |
| Q.5 | (a) | Importance of Conflict Management | 07 |
| | (b) | “Main role of HR is to Handle the Employee Grievance” - Explain | 07 |
