

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

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