

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA. Second Semester (Regular / Evening) Examination May 2010

Subject code: 820004

Subject Name: Human Resource Management

Date: 25 / 05/ 2010

Time: 11.00 am – 01.30 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 the difference between recruitment and selection. Explain with relevant examples importance to conduct pre-employment background investigations. **07**
- (b) Explain the Model Grievance Procedure **07**
- Q.2** (a) Explain the significance and current issues of HRM. **07**
- (b) “Performance Appraisal should be multifaceted. Supervisors should evaluate their employees, and employees should be able to evaluate their supervisors and customers should evaluate them all” – Explain **07**
- OR**
- (b) Explain any two traditional training methods with its advantages and disadvantages. **07**
- Q.3** (a) Explain in brief various forms of Participative Management. **07**
- (b) Explain in brief 3 international staffing policies. What are the reasons for failure of expatriate assignments? **07**
- OR**
- Q.3** (a) Explain the objectives and major activities of ILO. **07**
- (b) What is De-jobbing and why are the organizations going for it? **07**
- Q.4** (a) Compare and Contrast HR and IR. **07**
- (b) Compare and contrast the following methods of Job evaluation : Ranking, Classification and Factor Comparison Method. **07**
- OR**
- Q.4** (a) Define Job Analysis. Explain the steps in Job Analysis. **07**
- (b) Define Factories Act, 1948. What are the various provisions related to health? **07**
- Q.5** (a) Explain in detail various types of Incentive Plans. **07**
- (b) Explain the objectives and limitation of Minimum Wages Act. **07**
- OR**
- Q.5** (a) What is the process of Human Resource Planning ? What are the different methods of forecasting used in Human Resource Planning. **07**
- (b) Define Trade Union Act, 1926? **03**
- (c) Explain Red Hot Stove Rule. **04**
