Seat No.: _____ Enrolment No._____

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA. Evening Sem-III Regular Examination January 2011

Subject code: 820004
Subject Name: Human Resource Management

Date: 04 /01 /2011 **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.**

Q.1	**(a)**	Define Strategic Human Resource Management and explain the seven steps in strategic management process.	**07**
	(b)	Whether you are a line manager or a staff manager, you are side by side an HR manager also. Give your comments on this statement.	**07**
Q.2	**(a)**	What is Job Analysis? Discuss the steps in Job Analysis. How can you make use of the information it provides?	**07**
	(b)	Define HR scorecard and briefly explain each of the ten steps in the HR Scorecard process.	**07**
		OR	
	(b)	What is the process of HRP? What are the different methods of forecasting used in HRP?	**07**
Q.3	**(a)**	What are the different methods of testing an employee for a job selection? Discuss at least three tests in detail.	**07**
	(b)	What are the advantages and disadvantages of various external recruitment sources? How do they compare with the internal sources?	**07**
		OR	
Q.3	**(a)**	Define performance appraisal. List out the advantages and disadvantages of various appraisal tools.	**07**
	(b)	Explain the role of an Individual, Manager and Employer in developing the career of an employee.	**07**
Q.4	**(a)**	What is competency- based pay and explain why it is used in an organization.	**07**
	(b)	Explain 'Merit pay' as an incentive. What are the financial and non-financial incentives to an employee?	**07**
		OR	
Q.4	**(a)**	Define Industrial Relations. What is the recent trend and future of Industrial Relation in India?	**07**
	(b)	Explain the term 'Industrial Dispute'. Discuss various causes for which industrial dispute can take place.	**07**
Q.5	**(a)**	What is meant by Collective Bargaining ? Discuss the pre-requisites of a successful collective bargaining process.	**07**
	(b)	According to 'Industrial Disputes Act, 1947', explain the various authorities for prevention or settlement of disputes in brief.	**07**
		OR	
Q.5	**(a)**	What are the objective and functions of 'workers participation in management'?	**07**
	(b)	What is the objective and scope of the 'Payment of Wages Act,1936'.	**07**

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