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## **GUJARAT TECHNOLOGICAL UNIVERSITY**

MBA - SEMESTER-II • EXAMINATION – SUMMER 2013

•		ode: 2820004 Date: 20-05-2013	3
Subject Name: Human Recourse Management Fime: 10:30am – 01:30pm Total Mark Instructions:		s: 70	
	1. A 2. N	ttempt all questions.  Take suitable assumptions wherever necessary.  igures to the right indicate full marks.	
Q.1	(a)	Define :- i. Succession planning ii. Dejobbing	07
	(b)	iii. Industrial Relations What is meaning of HRM? Discuss changing environment of HRM?	07
Q.2	(a) (b)	Explain how to recruit a more Diverse workforce.  Explain Six factors that affect the usefulness of interviews.  OR	07 07
	(b)	Explain any three On-the-Job training and off-the-Job training for Management Development.	07
Q.3	(a) (b)	What is Job evaluation? Explain Methods of Job evaluation.  Discuss incentives for Salespeople with example of auto mobile industry.  OR	07 07
Q.3	(a)	Explain any two methods of Appraising Performance 1. Critical Incident Method 2. Behaviorally Anchored Rating Scales (BARS) 3. Graphic Rating Scale Method	07
	(b)		07
Q.4	(a) (b)	Define Trade Union? What are the objectives of Trade Union? Method of settling Industrial Dispute without State Intervention.  OR	07 07
Q.4 Q.4	(a) (b)	Short note on ILO Short note on WorkersøParticipation in Management	07 07
Q.5	(a)	Briefly write about various deductions under Payment of Wages Legislation.	07
	(b)	Discuss Safety provision as contained in Factories Act, 1948.  OR	07
Q.5	(a) (b)	Explain any three methods of Internal and external Recruitment. Write a note on Ethnocentric, Polycentric and Geocentric as to classify top executivesøvalues.	07 07

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