	No.:	Enrolment	
		GUJARAT TECHNOLOGICAL UNIVERSITY MBA - SEMESTER-II • EXAMINATION – SUMMER 2013	
Subj	ect C	ode: 820004 Date: 20-05-2013	1
Time	e: 10:3 ections:	ame: Human Resource Management 30am – 01:30pm Total Marks: 70	1
	2. N	Attempt all questions. Take suitable assumptions wherever necessary. Sigures to the right indicate full marks.	
Q.1	(a)	õThe strategic role of HRM department is to create and maintain High Performance Work System which develops and utilizes competencies and positive behavior of peopleö In context to this statement, identify five high performance characteristics and explain, what steps HR department will take as its role to create it?	07
	(b)		07
Q.2	(a)	A NGO has set up :home for old age people.øFor this an interview for the post of manager is to be conducted. Prepare a list of 10 questions to find out and understand relevant competencies required in the candidate to look after this special group of the society. Relate each question with appropriate competency.	07
	(b)	What is job analysis? Explain its components. Describe also ,how the information provided in it is useful for other HR activities? OR	07
	(b)	Write short notes on followings (each around 150 words)(i) Use of HR data base in manpower planning.(ii) Key Result Areas for the job of a school bus driver and his performance.	07
Q.3	(a)	GTU has recently advertised for the appointment of Deans You are advised to design a form to seek appropriate and relevant information from referees.	07
	(b)	Write short notes on followings (each around 150 words) (i) Line and Staff functions of a HR manager (ii) Training methods and its effectiveness OR	07
Q.3	(a) (b)	Explain in brief the procedure of determining pay scale for various jobs. What are various methods of performance appraisal? Explain its advantages and limitations.	07 07
Q.4	(a)	What is difference between Fringe benefits and incentives? Explain its	07
	(b)	types given to Indian employees and managers. Critically analyse and explain comparative picture of HR practices of India and China. OR	07

(a) õThe reduction in strikes ,lockouts, man hrs lost indicate that the role of Trade unions has substantially changed.öCritically examine the statement

in context to the economic reforms took place in India.

Q.4

Q.4	(b)	õWhile handling grievances, a manager is always on firing lineø and must	07
		steer a course between treating employees fairly and maintaining	
		management rights and prerogatives.öIn view of this, what guidelines do	
		you suggest to a manager to Doøs and Donøtø	

- Q.5 (a) What is collective bargaining ?Explain the strategic role the team plays to 07 achieve their goals.
 - (b) Describe important provision of National Commission on Labour (2002) in **07** relation to Worker¢s participation

OR

- Q.5 (a) Briefly explain the salient features of Indian Factory Act 1948.
 - (b) Discuss important conventions and recommendations of ILO and its 07 influence on Indian labour legislations.
