Seat No.:	Enrolment No.
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GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-II • EXAMINATION – SUMMER • 2014

Sul	bject	Code: 2820004 Date: 29-05-2014	
Tir	-	Name: Human Recourse Management (HRM) 0.30 am - 13.30 pm Total Marks: 70	
mst	1. 2.	Attempt all questions. Make suitable assumptions wherever necessary. 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)	"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
	(b)	Collective Bargaining is the principal raison d'être of the trade union" explain the statement in relation with trade union and collective bargaining. OR	07
	(b)	Write a note on Ethnocentric, Polycentric and Geocentric as to classify top executives' values.	07
Q.3	(a) (b)	Short note on ILO. Short note on Workers' Participation in Management. OR	07 07
Q.3	(a) (b)	Discuss Safety provision as contained in Factories Act, 1948. Explain the techniques of Employee Demand Forecasting.	07 07
Q.4	(a)	A well thought of orientation program is essential for all new employees, whether they have experience or not." – Explain why you agree or disagree with this statement.	07
	(b)	Compare and contrast following methods of Job Evaluation: ranking, factor comparison and point method.	07
Q.4	(a) (b)	OR Explain in detail various types of Incentive Plan. Discuss some major mistakes that take place during interview process. If you are an interviewer, how would you avoid them?	07 07
Q.5	(a) (b)	How inter-country differences affect HRM? Describe with example. Explain in briefly the five steps process of establishing pay rates. OR	07 07
Q.5	(a)	Define industrial relations. What is the recent trends and future of industrial relation in India.	07
	(b)	Explain the objectives and limitation of Minimum Wages Act.	07
