Seat No.:	Enrolment No.

## GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-II • EXAMINATION – SUMMER • 2014

Su	bject	Code: 820004 Date: 29-05-2014	
Su	bject	Name: Human Resource Management (HRM)	
		0.30 am - 13.30 pm Total Marks: 70	
Inst	ructio		
	1. 2.	Attempt all questions.  Make suitable assumptions wherever necessary.	
	3.	Figures to the right indicate full marks.	
Q.1	(a)	Define Strikes, Lockouts, Retrenchment and Closure as per ID Act, 1947	07
	<b>(b)</b> )	Define Job Enrichment, Job Rotation, Job Enlargement and Job Evaluation.	07
Q.2	(a)	What is ILO? What are the objectives and functions of ILO?	07
	<b>(b)</b>	Define HR Planning. What are the steps of HR Planning?  OR	07
	<b>(b)</b>	Explain the process of Registration of Trade Union with reference to Trade Union Act, 1926.	07
Q.3	(a)	What are the different sources of Recruitment? Explain the pros and cons of each.	07
	<b>(b)</b>	What are the provisions related to the Employees Welfare, as per Factories Act, 1948.	07
		OR	
Q.3	(a)	What are the Issues and Trends in managing Global Human Resource?	07
	<b>(b)</b>	Describe the process of handling Grievance in organizations.	07
Q.4	(a) (b)	Which are the different techniques of Performance Appraisal followed in organizations? Which according to you is the best method and why? Describe the various methods of settling Industrial Disputes.	07
	(6)	Describe the various memous of setting maustrial Disputes.	07
		OR	
Q.4	(a)	Why is Training and Development important? Which are the traditional training methods being adopted by organizations?	07
	<b>(b)</b>	Write a Short note on various forms of Participative Management.	<b>07</b>
Q.5	(a)	Describe the process of Establishing Pay Rates.	07
	<b>(b)</b>	List out the 3 International Staffing policies. Explain the reasons of failure of Expatriate assignments.	07
		OR	
Q.5	(a) (b)	Which are the deductions under Payment of Wages Act, 1936? Write Short Note on the importance and prerequisites for Collective Bargaining.	07 07

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