Seat No.:	Enrolment No.

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-II • EXAMINATION - SUMMER 2015

Subject Code: 820004 Date: 27/0		/2015	
Tir	ne: 1 struct	Name: Human Resource Management (HRM) 0:30 am - 01:30 pm Total Marks: tions:	70
	2.	Attempt all questions. Make suitable assumptions wherever necessary. Figures to the right indicate full marks.	
Q.1	(a)	What is meaning of HRM? Discuss changing environment of HRM?	07
	(b)	Explain the following in brief: (i) Dejobbing (ii) Job enrichment (iii) Job rotation	07
Q.2		Explain the difference between recruitment and selection. Name and describe the main internal sources of recruitment.	07
	(b)	Define job analysis. Explain job description in detail. OR	07
	(b)	Define Strategic Human Resource Management and Explain the seven steps in strategic management process.	07
Q.3	(a) (b)	Write a brief note on different types of Interviews conducted. Explain the various Off-the-Job Management and Development Techniques.	07 07
		OR	
Q.3	(a)	Explain what is performance management and how would you differentiate it from performance appraisal. Explain any two methods of Performance Appraisal in detail.	07
	(b)	Discuss the pros and cons of Incentives for salespeople.	07
Q.4		Discuss Safety provision as contained in Factories Act, 1948. Define Trade Union. What are the objectives of Trade Union? OR	07 07
Q.4	(a)	What is Industrial Dispute? Describe the methods of resolving Industrial Dispute.	07
	(b)	Write a short note on "Collective Bargaining".	07
Q.5	(a) (b)	Write a short note on "Workers' Participation in Management". Explain why Expatriate Assignments fail? What you plan to do to avoid such failures?	07 07
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Q.5	(a) (b)	Explain the objectives and limitation of Minimum Wages Act. Define "Industrial Relation." Discuss various aspects and features of Industrial Relations.	07 07
