

**GUJARAT TECHNOLOGICAL UNIVERSITY****M.B.A -II<sup>nd</sup> SEMESTER-EXAMINATION – MAY/JUNE- 2012****Subject code: 2820004****Date: 31/05/2012****Subject Name: Human Resource Management****Time: 10:30 am – 01:30 pm****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

**Q.1** (a) Define SHRM. Explain the recent challenges faced by HR Managers/ Department in today's competitive scenario. **07**

(b) Explain any 3 types of Participative Management with its pros and cons **07**

**Q.2** (a) What intercountry differences affect HRM? Give several examples of each that specifically affect HRM. **07**

(b) Explain the objectives and major activities of ILO. **07**

**OR**

(b) Explain any 3 traditional training methods with its advantages and disadvantages. **07**

**Q.3** (a) Explain any two future oriented methods for evaluating performance. Explain the overall problems to be avoided in appraising performance. **07**

(b) Explain the objectives of minimum wages act. Highlight major deficiencies in the act. **07**

**OR**

**Q.3** (a) What do you understand by HRP? What is its importance. **07**

(b) Define Grievance. Explain the steps in Grievance Procedure. **07**

**Q.4** (a) Explain the techniques of Employee Demand Forecasting. **07**

(b) Define Trade Union Act, 1926. What are the liabilities of registered trade unions. **07**

**OR**

**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.5** (a) Explain general provisions of strikes and lockouts in accordance with Industrial Disputes Act, 1947. **07**

- (b) Explain the difference between recruitment and selection. Why is it important to conduct pre-employment background investigations? Explain with relevant examples. **07**

**OR**

- Q.5** (a) Explain in detail various types of Incentive Plan. **07**
- (b) Explain safety provisions as contained in Factories Act, 1948. **07**

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