Seat No.:	Enrolment No.

GUJARAT TECHNOLOGICAL UNIVERSITY

		M.B.A -II nd SEMESTER-EXAMINATION – MAY/JUNE- 2012	
Subje	ect c	ode: 820004 Date: 31/05/20	12
Subje	ect N	Jame: Human Resource Management	
Time	: 10:	30 am – 01:30 pm Total Marks:	70
Instr	ucti	ons:	
1.	Atte	empt all questions.	
2.	Mal	ke suitable assumptions wherever necessary.	
3.	Figu	res to the right indicate full marks.	
Q.1	(a)	Explain what Human Resource Management is and discuss how it has changed with respect to the environmental changes such as Globalization, Technological Changes, Changes in the nature of work and the recession in the economy.	07
	(b)	Explain what do you understand by Industrial Dispute and list down the causes that may lead to such disputes.	07
Q.2	(a)	Define the concept of training. How would you differentiate training from	07
	(b)	development and explain the methods of management development in detail. What is collective bargaining? List down its features and also discuss why the collective bargaining is important to the employer as well as the workers? OR	07
	(b)	Explain what is performance management and how would you differentiate it from performance appraisal. Discuss any three methods of performance appraisal in detail stating their advantages and disadvantages.	07
Q.3	(a)	Explain the major issues that an employer faces in making decisions with respect to promotion and transfer of its employees in the organization.	07
	(b)	Define factory as per factory legislation and also explain the health and welfare provisions give under this legislation. OR	07
Q.3	(a)	Define job analysis, discuss the uses of job analysis information and also draw the job description of an employee holding the position of Senior Accountant.	07
	(b)		07

- - the different degrees and forms of Labour Management Cooperation /Workers Participation in Management in detail.
- **Q.4** (a) Explain the process of establishing pay rates in the organization ensuring 07 external, internal and procedural equity.
 - Explain in detail the two ways in which the basic parties to an industrial 07 **(b)** dispute can settle their disputes.

OR

- **Q.4** (a) Explain Human Resource planning and discuss the methods of forecasting 07 demand and supply of human resources for an organization.
 - **(b)** With respect to Payment of Wages Act 1936 explain the following: **07**
 - 1. Responsibility of wage payment
 - 2. Time of payment of wages
 - 3. Penalties

- Q.5 (a) You are the HR manager of a firm that is about to send its first employees overseas to staff a new subsidiary. Your boss, the president asks you why such assignments often fail and what do you plan to avoid such failures. How would you respond?
 - (b) Enumerate the unfair labor practices specified in the fifth schedule of the **07** Trade Unions Act 1926.

OR

Q.5 (a) Write short notes on (any two):

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- 1. Graphology
- 2. Achievement and Aptitude tests
- 3. Substance Abuse Screening
- 4. Polygraphy Testing
- (b) Explain the fundamental principles and the Philadelphia charter as set forth by International Labour Organisation.
