Seat No.:	Enrolment No
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Date: 08-01-2013

GUJARAT TECHNOLOGICAL UNIVERSITY M.B.A.- SEMESTER – II • EXAMINATION – WINTER 2012

Subject code: 820004

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. (a) Explain how traditional HRM differs from Strategic HRM **07 Q.1** (b) Discuss the basics of Job Analysis. Mention the uses of Job Analysis **07** Information. (a) Explain the meaning & importance of Performance Management Process. **07** 0.2 Compare Performance Appraisal with Performance Management (b) Identify specific people in the organization who could play an important role in 07 developing the career of the employee. Explain the nature of the role they could play. (b) Enumerate the different training methods used in organizations to deliver the **07** training. Discuss the unique features of Global Human Resource Management **Q.3** (a) 07 (GHRM). Explain how the cultural differences, can have an influence on the GHRM Practices. (b) Explain the characteristics required of an expatriate manager to be successful. **07** OR **Q.3** What is Competency based pay. Explain, for what purpose is it used in the 07 (a) Organization (b) Discuss the different types of Incentives & Recognition Programs that can be 07 given to individual employees in the organization. (a) Explain the term: 'Industrial Relations. Discuss the factors that Influence **Q.4 07 Industrial Relations** (b) Write Short notes on: I)Collective Bargaining Grievance Handling **07** Procedure. OR (a) Define what Industrial dispute is. Discuss the various causes that lead to 0.4 **07** industrial dispute. Detail out the objectives of the Trade Union. Explain the methods that trade **Q.4 (b) 07** unions can use to fulfill these objectives. Give the definition of "Wages" as mentioned under the "Payment of Wages **Q.5** 07 Act,1936". Describe the scope of the Act. (b) Classify & discuss the various types of Labor Legislations prevalent in the 07 country OR Discuss the pre requisites required for the success of "Workers' Participation Q.5 **07** in Management". **(b)** Briefly state the notable aspects related to social security adopted by 07 International Labour Organization in its preamble
