Seat No.: Enforment No	Seat No.:	Enrolment No
------------------------	-----------	--------------

Subject Code: 4290104

GUJARAT TECHNOLOGICAL UNIVERSITY MBA(TM) SEMESTER -9 • EXAMINATION - WINTER - 2016

Subject Name: Human Resource Management Time:10:30 am to 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) What do you mean by Human Resource Planning? Elaborate the steps involved 07 in HRP 07 Explain what Human Resource Management is and discuss how it has changed with respect to the environmental changes such as Globalization, Technological Changes, and Changes in the nature of work and the recession in the economy. (a) What is Job Analysis? Discuss various methods for collecting Job analysis data. **Q.2** 07 Explain pros and cons of each method (b) Define the concept of training. How would you differentiate training from 07 development. (b) What is Training? Explain any three types of On-the-Job Training Method with 07 relevant examples. Explain why incentive plans fails? What guidelines should a management 0.3 07 follow to ensure effective implementation of Incentive plans? (b) Discuss critically the various external sources of recruitment. What are the 07 relative merits and demerits of these sources OR0.3 Elucidate various problems associated with Performance Appraisal; also 07 provide solutions to overcome these problems (b) What is the purpose of Performance Appraisal? Explain how you would use the **07** alternation ranking method, the paired comparison method, and the forced distribution method **Q.4** (a) Explain in detail various types of Incentive Plan. 07 Define what Industrial dispute, Discuss the various causes that lead to 07 industrial dispute and different methods of settling industrial disputes 0.4 (a) Define Trade Union, Its roles and importance. Problem of Trade Union in India 07 **(b)** How inter-country differences affect HRM? Describe with example. **07** Enumerate the meaning, merits and limitations of the 360 Degree feedback 07 Q.5 (a) Method. (b) Discuss some major mistakes that take place during interview process. If you 07 are an interviewer, how would you avoid them **Q.5** (a) How inter-country differences affect HRM? Describe with example. **07** (b) Discuss Health and Welfare provisions covered under the Factories Act 07

Date: 28/11/2016