

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA - SEMESTER-II • EXAMINATION – SUMMER • 2014****Subject Code: 2820004****Date: 29-05-2014****Subject Name: Human Recourse Management (HRM)****Time: 10.30 am - 13.30 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) Explain the difference between recruitment and selection. **07**
Explain with relevant examples importance to conduct pre-employment background investigations.
- (b) Explain the Model Grievance Procedure. **07**
- Q.2** (a) “Performance Appraisal should be multifaceted. Supervisors should evaluate their employees, and employees should be able to evaluate their supervisors and customers should evaluate them all” – Explain. **07**
- (b) Collective Bargaining is the principal raison d’être of the trade union” explain the statement in relation with trade union and collective bargaining. **07**
- OR**
- (b) Write a note on Ethnocentric, Polycentric and Geocentric as to classify top executives’ values. **07**
- Q.3** (a) Short note on ILO. **07**
- (b) Short note on Workers’ Participation in Management. **07**
- OR**
- Q.3** (a) Discuss Safety provision as contained in Factories Act, 1948. **07**
- (b) Explain the techniques of Employee Demand Forecasting. **07**
- 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**
- OR**
- Q.4** (a) Explain in detail various types of Incentive Plan. **07**
- (b) Discuss some major mistakes that take place during interview process. If you are an interviewer, how would you avoid them? **07**
- Q.5** (a) How inter-country differences affect HRM? Describe with example. **07**
- (b) Explain in briefly the five steps process of establishing pay rates. **07**
- OR**
- Q.5** (a) Define industrial relations. **07**
What is the recent trends and future of industrial relation in India.
- (b) Explain the objectives and limitation of Minimum Wages Act. **07**
