

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA - SEMESTER-II • EXAMINATION – WINTER 2013****Subject Code: 820004****Date: 27-12-2013****Subject Name: Human Resource Management (HRM)****Time: 02.30 pm – 05.30 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 Human Resource Management. Explain various operational functions of HRM. **07**
- (b) “HRP is a pre-requisite for effective management of human resource.” In the light of the statement, describe the importance of human resource planning. **07**
- Q.2** (a) “Training and development are productive investment.” Discuss the statement and describe the advantages offered by training and development. **07**
- (b) What do you mean by selection? Explain the types of tests for selection. **07**
- OR**
- (b) What is job analysis? How can HR Manager make use of the information provides by job analysis. **07**
- Q.3** (a) During the performance appraisal there are many problems faces by supervisor. How would HR Manager avoid these appraisal problems? **07**
- (b) Explain the employer’s role regarding the career development of their employees’. **07**
- OR**
- Q.3** (a) What do you mean by “Broadbanding”. Explain the pros and cons of broadbanding. **07**
- (b) Explain the most popular organisationwide variable incentive plans which is used by an organization for their employee’s. **07**
- Q.4** (a) Who are the three actors of industrial relations? Explain their roles in the industrial relations system **07**
- (b) Explain the main Provision of the Trade Union Act, 1926 in brief. **07**
- OR**
- Q.4** (a) What do you mean by Collective Bargaining? Explain the factors influencing collective bargaining units and levels. **07**
- Q.4** (b) You are applying for a job as a manager and are at the point of negotiating salary and benefits. Describe in brief the benefits package you would try to negotiate for yourself. **07**
- Q.5** (a) Define the term workers participation in management. Explain the essential conditions for the success of workers participation in management. **07**
- (b) Explain the general provision regarding Lay-Off in accordance with Industrial Disputes Act, 1947 **07**
- OR**
- Q.5** (a) Explain the Welfare Provision for the workers, which has described in the Factory Act, 1948. **07**
- (b) Write a note on organizational structure of International Labour Organization. **07**
