

**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**BHMCT - SEMESTER-V EXAMINATION – SUMMER 2021**

**Subject Code:153304****Date: 20/09/2021****Subject Name: Human Resource Management****Time: 02:30 PM TO 05:00 PM****Total Marks:70****Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.
4. Simple and non-programmable scientific calculators are allowed.

		Marks
<b>Q.1</b>	(a) What is the importance of 'HRM' in Hospitality industry	<b>03</b>
	(b) What do you understand by Job analysis?	<b>04</b>
	(c) Explain about the Management functions of HRM in detail?	<b>07</b>
<b>Q.2</b>	(a) Tell us about the job satisfaction.	<b>03</b>
	(b) Differentiate about the Selection and Recruitment.	<b>04</b>
	(c) Why incentive and perks are given to an employee, justify with the suitable example?	<b>07</b>
<b>OR</b>		
	(c) Explain about the Salary and Wages administration in detail.	<b>07</b>
<b>Q.3</b>	(a) Write short note on industrial Relations.	<b>03</b>
	(b) What do you understand by Trade Union?	<b>04</b>
	(c) What is retirement? explain its benefit also.	<b>07</b>
<b>OR</b>		
<b>Q.3</b>	(a) What is Workers Participation?	<b>03</b>
	(b) What do you understand about the cost to company in HRM?	<b>04</b>
	(c) Explain about the Retirement benefit to employees.	<b>07</b>
<b>Q.4</b>	(a) Fringe benefits also a motivation, justify?	<b>03</b>
	(b) Give the definition of Performance Appraisal.	<b>04</b>
	(c) What are the Human Relation approaches to good human relation in HRM?	<b>07</b>
<b>OR</b>		
<b>Q.4</b>	(a) What is Manpower Planning?	<b>03</b>
	(b) What do you understand by Job description?	<b>04</b>
	(c) Elucidate about job evaluation and its methods.	<b>07</b>
<b>Q.5</b>	(a) Explain the term "Labour Turn Over".	<b>03</b>
	(b) What do you understand by social security?	<b>04</b>
	(c) Explain about the Human resource policies and procedures in detail.	<b>07</b>
<b>OR</b>		
<b>Q.5</b>	(a) What do you understand by "Morale" in HRM?	<b>03</b>
	(b) How Sound Compensation structure is developed in HRM?	<b>04</b>
	(c) Tell us about the duties and responsibilities of HR manager?	<b>07</b>

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