

GUJARAT TECHNOLOGICAL UNIVERSITY**BHMCT - SEMESTER- V EXAMINATION – SUMMER 2024****Subject Code: 153304****Date:23-05-2024****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 |
|---|--------------|
| Q.1 (a) What do you mean by Human Resource Management? | 03 |
| (b) Discuss the Functions of Human Resource Management | 04 |
| (c) Discuss the policies and procedure of Human Resource Management. | 07 |
| Q.2 (a) What do you meant by Job Analysis | 03 |
| (b) Explain the recruitment and selection process in detail | 04 |
| (c) What is Job Evaluation? Discuss its Methods. | 07 |
| OR | |
| (c) Discuss the selection process under HRM. | 07 |
| Q.3 (a) Define Performance Appraisal | 03 |
| (b) What are the approaches of good human relations? | 04 |
| (c) Discuss the causes of employee turnover at workplace. | 07 |
| OR | |
| Q.3 (a) What do you meant by labour turnover? | 03 |
| (b) How to improve employee morale in the workplace | 04 |
| (c) Discuss how to improve job satisfaction in the workplace. | 07 |
| Q.4 (a) Define wage and salary administration | 03 |
| (b) Explain the components of wage and salary | 04 |
| (c) Discuss the steps to determine wage rate. | 07 |
| OR | |
| Q.4 (a) How can organizations determine effective wage rates? | 03 |
| (b) What retirement benefits has to be provided to the employees from the organization? | 04 |
| (c) Discuss the components under direct wages | 07 |
| Q.5 (a) What do you meant by industrial relation? | 03 |
| (b) Explain the objectives of industrial relations | 04 |
| (c) Discuss the importance of industrial relations. | 07 |
| OR | |
| Q.5 (a) What is the significance of industrial relations in the workplace? | 03 |
| (b) What are the key principles of effective conflict resolution in the workplace? | 04 |
| (c) What are the key principles of effective industrial relations management? | 07 |
