

Seat No. /Enrollment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA-SEMESTER-II-EXAMINATION- SUMMER-2024

Subject Code: 1529704

Date: 11/06/2024

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.
4. Use of simple calculators and non-programmable scientific calculators are permitted.

Q. No.	Question Text and Description	Marks
Q.1	(a) Induction (b) Job Specification (c) Human Resource Planning (d) Job Description (e) Trade Union (f) Strategic Human Resource Management (g) Management by objective	14
Q.2	(a) H.R.M serves as one of core functions of organization. Illustrate with examples the functions of HRM and how it would be changed to SHRM in future taking into consideration the future challenges	07
	(b) Define Selection and discuss the process of selection	07
	OR	
	(b) Discuss role and qualities of HR executives	07
Q.3	(a) Define Job design and components of Job design	07
	(b) Define Recruitment and explain the methods of Recruitment	07
	OR	
Q.3	(a) Discuss factors of Human Resource Planning	07
	(b) Define any three methods of performance appraisal.	07
Q.4	(a) What do you understand by Training and explain the methods of Training	07
	(b) What do understand by the concept "Management development"	07
	OR	
Q.4	(a) Collective bargaining serves as yardstick for managing sound industrial relations. Justify the statement underpinning the process of collective bargaining, objectives of collective bargaining and types of collective bargaining.	07
	(b) Explain the salient features of Indian Factories Act 1948 for employee welfare.	07

Q.5 Case Study

Prateek Arora has been employed for six months in the accounts section of a large manufacturing company in Faridabad. You have been his supervisor for the past three months. Recently you have been asked by the management to find out the contributions of each employee in the accounts section and monitor carefully whether they are meeting the standards set by you. A few days back you have completed your formal investigation and with the expectation of Prateek, all seem to be meeting the targets set by you. Along with numerous errors, Prateek's work is characterized by low performance- often he does 20 percent less than the other clerks in the section. As you look in to Prateek's performance review sheets again, you begin to wonder whether some sort of remedial training is needed for people like him.

- (a) Can you find out whether the poor performance is due to poor training or some other cause? **07**
- (b) If you find Prateek has been inadequately trained, how do you go about introducing a remedial training program? **07**

OR

- Q.5** (a) If he has been with the company for six months, what kind of remedial program would be best? **07**
- (b) Bring out the relevance of training and development Program? **07**
