

Enrollment No./Seat No.:

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA - SEMESTER - II EXAMINATION - SUMMER 2025

Subject Code: N2529306

Date: 12-06-2025

Subject Name: Managing Human Resource

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.**

	Marks
Q.1	14
(a) Approaches to IR	
(b) Why is it necessary to manage different generations at workplace?	
(c) JD vs. JS	
(d) HR Scorecard	
(e) Components of Remuneration	
(f) Contemporary Issues in IHRM	
(g) Recruitment vs. Selection	
Q.2 (a) What are the major functions and significance of Human Resource Management?	07
(b) Differentiate between Strategic HRM and Traditional HRM with examples.	07
OR	
(b) Discuss about HR Trends in 2025 with examples.	07
Q.3 (a) Explain the steps involved in the Human Resource Planning process.	07
(b) List down methods of performance evaluation. Explain any two modern methods of PA to evaluate the performance of senior-level positions in the organization.	07
OR	
(a) Describe the methods of Job Design.	07
(b) A retail chain wants to improve its customer service experience and is planning to conduct soft skills training. Explain how you would structure the training content and methods for different employee levels.	07
Q.4 (a) What is Worker's Participation in Management? Discuss levels of WPM with examples.	07
(b) Discuss key provisions of Employees' Provident Fund Act, 1952.	07
OR	
(a) Explain the role of labor welfare legislation in employment relations.	07

- (b) Discuss key provisions of Payment of Gratuity Act, 1972. 07

Q.5 Case Study:

Antila Ltd. is expanding globally. As a part of its internationalization, it is sending Indian employees to Europe. These employees are facing challenges related to cultural adjustments, different labor laws, and performance expectations. The HR department is also facing difficulties in framing training modules and managing expatriate performance effectively.

- (a) What steps should the HR department take for effective expatriate training and development? 07
- (b) Discuss the key challenges faced by expatriates and how HR can address them. 07

OR

- (a) How can performance of expatriates be appraised effectively in a cross-cultural context? 07
- (b) What strategies should be adopted for managing repatriation? 07
