

**GUJARAT TECHNOLOGICAL UNIVERSITY****BHMCT- SEMESTER-V EXAMINATION – WINTER 2024****Subject Code:153304****Date:28-11-2024****Subject Name: Human Resource Management****Time:10:30 AM TO 01:00 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.

- Q.1** (a) (a) Define Human Resource Management (HRM) and explain its importance in an organization. **03**
- (b) (b) Discuss the main functions of Human Resource Management. **04**
- (c) (c) Explain the role of the Human Resource Department in developing HR policies and procedures. **07**

- Q.2** (a) (a) What is manpower planning, and why is it important in HRM? **03**
- (b) (b) Describe the recruitment and selection process in an organization. **04**
- (c) (c) Explain the methods of job evaluation and its significance in Human Resource Management. **07**

**OR**

- (c) (c) Discuss the process of employee testing, selection, placement, and induction. **07**

- Q.3** (a) (a) What is performance appraisal, and why is it essential for employee development? **03**
- (b) (b) How can good human relations contribute to job satisfaction and morale in the workplace? **04**
- (c) (c) Explain the concepts of discipline, labor turnover, and punishment in Human Resource Management. **07**

**OR**

- Q.3** (a) (a) Describe the human relations approaches to managing workplace conflicts. **03**
- (b) (b) Discuss the factors that influence job satisfaction among employees. **04**
- (c) (c) How does an effective performance appraisal system impact employee motivation and productivity? **07**

- Q.4** (a) (a) What are fringe benefits, and why are they important for employee welfare? **03**
- (b) (b) Explain the components of a sound compensation structure in an organization. **04**
- (c) (c) Discuss the various types of retirement benefits provided to employees and their significance. **07**

**OR**

- Q.4** (a) (a) Define the term "cost to company" and its components. **03**
- (b) (b) How does an incentive plan contribute to employee motivation and performance? **04**
- (c) (c) Describe the measures taken by organizations to ensure employee safety, health, and security. **07**

- Q.5** (a) (a) What is industrial relations, and why is it crucial for an organization? **03**
- (b) (b) Explain the role of trade unions in promoting labor welfare. **04**
- (c) (c) Discuss the methods of handling grievances and conflicts within an organization. **07**

**OR**

- Q.5** (a) (a) Describe the concept of worker participation and its importance in decision-making. **03**
- (b) (b) How can effective conflict management strategies improve industrial relations? **04**
- (c) (c) Analyze the impact of grievance handling procedures on employee satisfaction and organizational success. **07**

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