

Enrollment No./Seat No.:

GUJARAT TECHNOLOGICAL UNIVERSITY
BBA/MBA INTEGRATED - SEMESTER - III EXAMINATION - WINTER 2025

Subject Code: BB03001021

Date: 01-12-2025

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.**

	Marks
Q.1 ALL 7 Questions must be Compulsory.	14
(a) Who is an HRBP	
(b) Define HRM	
(c) What is Recruitment.	
(d) Who are Virtual Employees	
(e) what is Performance Appraisal?	
(f) Explain the term DEI	
(g) Describe Green HRM	
Q.2 (a) Explain the evolution and changing role of HRM in modern organizations. Also compare Personnel Management and Human Resource Management with examples.	07
(b) Explain the stages of the Employee Life Cycle (ELC) in detail.	07
OR	
(b) Enumerate the functional areas of HRM and briefly describe the role of HR professionals in each.	07
Q.3 (a) Explain the process of recruitment and selection in organizations.	07
(b) Who is a gig worker? Share some examples of gig industry. What problems do companies face with gig workers and virtual employees? Suggest simple solutions.	07
OR	
(a) What is recruitment? Also, explain internal and external sources of recruitment.	07
(b) Define Training and state objectives of training.	07
Q.4 (a) What is employee engagement? Discuss strategies to enhance engagement.	07
(b) Define Industrial Relations and discuss its objectives and parties.	07

OR

- (a) Explain the key considerations involved in designing compensation packages for special groups. 07
- (b) What are the different types of compliances required at the workplace? Briefly explain each with suitable examples. 07
- Q.5** (a) What are HR Analytics, what are they used for, and how do the different types of analytics (Descriptive, Diagnostic, Predictive, and Prescriptive) help organizations in decision-making? 07
- (b) Define Diversity and explain the key dimensions/types of diversity seen in an organization? 07

OR

- (a) Discuss the impact of technology and AI on HR innovation. 07
- (b) Explain workplace wellness programs and their strategic importance. 07
