

**GUJARAT TECHNOLOGICAL UNIVERSITY**

**BHMCT - SEMESTER-V EXAMINATION – WINTER 2025**

**Subject Code:153304**

**Date:19-11-2025**

**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.

	<b>MARKS</b>
<b>Q.1</b> (a) Define the term HRM?	<b>03</b>
(b) What are the objectives of HRM?	<b>04</b>
(c) Discuss the functions of HRM in details?	<b>07</b>
<b>Q.2</b> (a) Define Conflict Management?	<b>03</b>
(b) Explain the term Performance Appraisals?	<b>04</b>
(c) Describe different types of internal sources of recruitment?	<b>07</b>
<b>OR</b>	
(c) Write down the functions of Trade Union?	<b>07</b>
<b>Q.3</b> (a) Describe the term Fringe Benefit?	<b>03</b>
(b) What do you understand by Induction?	<b>04</b>
(c) Explain the steps involved in Conflict management.	<b>07</b>
<b>OR</b>	
<b>Q.3</b> (a) Differentiate Job Description & Job Specification?	<b>03</b>
(b) List down the principal of Wage and salary administration?	<b>04</b>
(c) Explain how grievance handling can be done in a hotel?	<b>07</b>
<b>Q.4</b> (a) What is Morale?	<b>03</b>
(b) What do you understand by Compensation?	<b>04</b>
(c) Discuss the steps can be taken by HR for discipline their employees?	<b>07</b>
<b>OR</b>	
<b>Q.4</b> (a) Define the term 'Leave Encashment'?	<b>03</b>
(b) What are the duties and responsibilities of a HR manager?	<b>04</b>
(c) Briefly explain the retirement benefits?	<b>07</b>
<b>Q.5</b> (a) What do you understand by social security?	<b>03</b>
(b) List down the methods of Job evaluation?	<b>04</b>
(c) Explain the factors responsible for Job satisfaction?	<b>07</b>
<b>OR</b>	
<b>Q.5</b> (a) What is Gross salary?	<b>03</b>
(b) Write a short note on Manpower Planning?	<b>04</b>
(c) State different Incentive plans?	<b>07</b>

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