

Enrollment No./Seat No.:

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

Subject Code: N2529306

Date: 22-01-2026

Subject Name: Managing Human Resource

Time: 02:30 PM TO 05:30 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) Human Resource Management	
(b) Employee Engagement	
(c) Personnel Management vs HRM	
(d) Job Analysis	
(e) Staffing	
(f) 360-Degree Appraisal	
(g) Global HRM	
Q.2 (a) Analyze the impact of remote and hybrid work models on employee engagement and organizational culture. What strategies can HR adopt to mitigate the challenges?	07
(b) As an HR Manager, design a basic framework for a Training and Development program to improve employee performance. Explain the key steps involved in planning and implementing the program.	07
OR	
(b) ABC Ltd. wants to ensure fair pay across different job roles. How can job evaluation help, also discuss two techniques which can be used for the same.	07
Q.3 (a) Explain the challenges faced by organizations in implementing Employee Compensation strategies.	07
(b) Provide a step-by-step guide for conducting a Performance Appraisal in your organization.	07
OR	
(a) XYZ Pvt. Ltd. is expanding rapidly and needs to hire skilled professionals. What steps should the HR manager follow in the recruitment and selection process to ensure the right fit?	07
(b) Evaluate the role and effectiveness of various social security measures provided by labor welfare organizations in India.	07

- Q.4 (a)** Discuss the role of HRM in global business environments. How do global HR practices differ from domestic ones? **07**
- (b)** As an HR professional, how would you address the cultural challenges faced by expatriates working in a foreign country? Suggest practical approaches to manage their integration. **07**

OR

- (a)** A company is expecting a major expansion in the next year. As an HR manager, how would you carry out Human Resource Planning to meet future staffing requirements? **07**
- (b)** Explain the concept of Workers' Participation in Management and illustrate how it contributes to industrial peace. Identify and briefly describe different methods through which such participation can be implemented in organizations. **07**

Q.5 Case Study: Cogniva Solutions Pvt. Ltd.

Cogniva Solutions Pvt. Ltd. , an Indian IT company, recently expanded operations to Germany and Singapore. The company has grown rapidly, but its HR department is struggling to maintain consistency in policies across locations. The Indian office follows traditional HR practices, while international branches demand more agile and employee-centric approaches.

The management observed rising conflicts between employees and supervisors in the Indian office, partly due to outdated performance appraisal methods and limited career development opportunities. In contrast, the Singapore office implemented flexible work hours and job rotation programs, leading to higher engagement and retention.

Meanwhile, the HR head, Ms. Priya Desai, is keen to integrate Artificial Intelligence (AI) tools for recruitment and employee wellness tracking. However, many senior HR executives remain resistant to adopting such contemporary technologies.

- (a)** Explain the strategic role of HRM in managing a global workforce, using examples from the case. **07**
- (b)** Evaluate the effectiveness of the HR practices used in the Singapore office. What can the Indian office learn from them? **07**

OR

- (a)** Discuss how employee relations issues in the Indian office can be addressed to reduce workplace conflict. **07**
- (b)** How can AI-based HR tools transform traditional HR practices? What steps should Ms. Desai take to manage resistance to change? **07**
