

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA – SEMESTER 2 – EXAMINATION – SUMMER 2019

Subject Code: 4529204**Date: 14/05/2019****Subject Name: Human Resource Management (HRM)****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.

Q.1	Explain following terms.	Marks
	a) BARS	
	b) Competitive Advantage	
	c) Gain Sharing Plan	
	d) Job Specification	14
	e) MBO	
	f) Strike	
	g) Performance Appraisal	
Q.2	(a) Why is it important for companies today to make their HR in to a competitive advantage? Explain how HR can contribute to doing these.	07
	(b) How does a strategic HR planning differs from conventional HR planning?	07
	OR	
	(b) What care you should take as an Interviewee for successful selection?	07
Q.3	(a) What items specifically included in the Job Description? How Job Description differs from Job Specification?	07
	(b) What are the pros & cons of Off the Job training methods? List down different Off the Job training methods?	07
	OR	
Q.3	(a) What is Job Evaluation? Which are the different methods of Job Evaluation? Explain in detail point method of Job Evaluation with its advantage & Disadvantage.	07
	(b) Explain in detail the five stage process of Training & Development in the Organization.	07
Q.4	(a) Briefly explain the salient features of Indian Factory's Act 1948 for employee's Welfare.	07
	(b) Define Industrial Dispute? Explain the method to resolve Industrial Dispute.	07
	OR	
Q.4	(a) What are the advantages and disadvantages of the various Performance Appraisal tools?	07
	(b) Why Knowledge Management is required? Explain the Knowledge Management Process.	07

Q.5

DIGITAL INFO SYSTEMS LTD.

During a Sunday morning in the golf club of the company, while playing golf with his friend Mahesh Mundra, Harish Kumar discovered that his department had hired a fresh university computer graduate (BCA) for the post of a system analyst – with a starting salary almost as high as of harish. Although Harish was of good nature, he was totally shocked and upset. It had taken him five years to become senior systems analyst and attain his current salary level in the Digital Info Systems Ltd. He had been generally pleased with the company for its pleasant work environment and professional culture. He has been thoroughly enjoying his job in the company.

The following Monday morning, Harish met the chief of the HR department. He enquired about what he had heard from his friend whether that was true. Mr. Yogesh Sathe, the HR chief apologetically admitted that it was true and tried to explain the company's situation. He told Harish that the market for the system analyst is very tough these days and it is difficult to find a right person after so many advertisements. In order to attract qualified prospects to the company, he was to offer a premium on starting salary. We desperately needed another analyst and this was the only way we could get one. Since you are too much overloaded, we wanted to reduce your burden.

Harish asked Mr. Sathe whether his salary would be adjusted accordingly now. Mr. Sathe replied that your salary would be revaluated at the regular time with others. You are doing a great job, and I am sure that your boss will definitely recommend a raise for you. Harish thanked Mr. Sathe but left the office shaking his head and wondering about his future in the company. He is seriously thinking to quit the company and has to examine various lucrative standing offers he has with him.

- (a) What is the problem in this case? **07**
- (b) Was it wrong on the part of Mr. Sathe to give a different package to the new system analyst? Why? Why not? **07**

OR

- Q.5** (a) Do you think Mr.Sathe's explanation was satisfactory? Discuss. **07**
- (b) How can you motivate Harish? **07**
