

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA(IB) - SEMESTER- II EXAMINATION – WINTER 2019****Subject Code: 1529304****Date: 30-12-2019****Subject Name: Managing Human Resource (MHR)****Time: 2.30 PM to 5.30 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** Define the following terms: **14**
- (a) Ballooning employee debt
 - (b) Industrial Relations
 - (c) Pluralist approach
 - (d) Sexual Harassment
 - (e) Stress Management
 - (f) Hiring blind
 - (g) Labour relations
- Q.2** (a) What is Human Resource Management? State its importance. Briefly explain Operative Functions of HRM. **07**
- (b) How do you define a generation? Identify different generations at workplace and values associated with them. **07**
- OR**
- (b) How will you measure Recruiting effectiveness? **07**
- Q.3** (a) Briefly explain the process of Human Resource Planning with a suitable example. And also discuss barriers involved in the process of HRP. **14**
- OR**
- Q.3** (a) Bring out a comparison between Performance Appraisal and Performance Management. Also, discuss the process of Performance Evaluation in brief with a relevant example. **07**
- (b) Identify different components of Remuneration. State the difference between Direct and Indirect Compensation. **07**
- Q.4** (a) What are the challenges involved in Compensation Administration and how will you convert these challenges into opportunities? Also, explain the steps for Compensation Administration in detail. **14**
- OR**
- Q.4** (a) As a female workman of any industrial establishment, you have right to maternity and family leave. Discuss in detail. **07**
- (b) What practice should be followed by an employer as well as an employee for confidential information? **07**
- Q.5** (a) Briefly explain the following two terms in context of an industrial establishment with relevant example of each **07**
- (i) Employee representation
 - (ii) Discrimination

- (b) Flexi-work arrangement can help employees manage work-life balance effectively. Elaborate with relevant assumptions. **07**

OR

- (a) Harassment can be termed differently and hence, is a subjective matter. Agree or disagree? How can the workplace be made harassment free? **07**
- (b) What information should one be aware of in order to challenge a wrong termination? Explain briefly. **07**

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