

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA SEMESTER-2– EXAMINATION – SUMMER 2020

Subject Code: 4529204

Date: 07/11/2020

Subject Name: Human Resource Management (HRM)

Time: 10:30 AM TO 1.30 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 the following terms:

14

1. Strategic HRM
2. MBO
3. Job design
4. Management Development
5. ILO
6. Social security
7. Industrial conflict

Q.2 (a) Bring out the difference between traditional and strategic HRM.

7

(b) Discuss scope and functions of HRM.

7

OR

(b) Discuss various factor influencing HR Planning.

7

Q.3. (a) Discuss various selection test used in the process of selection?

7

(b) Define Job design. Explain various components of Job Design

7

OR

(a) Discuss various advantages and limitations of Job evaluation.

7

(b) Explain any three development methods.

7

Q.4. (a) Explain any three methods of performance appraisal.

7

(b) Explain various factors influencing IR.

7

OR

(a) Discuss the process of collective bargaining. 7

(b) Explain employee engagement, diversity at workplace and HR scorecard as current trends in HRM 7

Q.5

Mr Ravi kumar was born and brought up in a tier II city in Tamil Nadu. He completed all his studies from there. At the age of 21, he secured a placement as assistant administrative officer in one of the leading general insurance companies of India. After selecting him through an exhaustive hiring process, the company sent him to Faridabad in Haryana for two years training at different organizational positions. His performance in the training was commendable and was appreciated by authorities. Once the training was over the Hr department graded the trainees on the basis of their overall performance during the training period and prepared a merit list accordingly. This list is used by the company to determine the posting for its trainees on an all India basis.

After successfully completing his training Mr Ravi kumar was posted to one of the divisional offices of this company located at tier III city of Orissa. The company as per its rules allowed a week's time for newly posted officers to report for duty. Subsequently, he reported at designated office after a week. However he found to his dismay that the divisional manger has already left the office to accompany the regional manager, who was on an inspection visit to the different offices located in that region. To add to his woes the other staff in the office were neither aware of his joining that day nor interested in knowing about it. So he had to idle away his time all through the day till the divisional manger returned to his office. He then called Mr Ravi to his cabin and spoke nicely to him apologizing for making him wait too long. He completed all the formalities and asked Mr Ravi to join the duty on the following day.

Ravi was assigned the claims department and provided with ten subordinates. As days passed he slowly realized that his lack of familiarity with the regional language was hampering his work. He also found his style of functioning was gross incompatible with the prevailing work culture. His subordinates were slow I response to his orders. The divisional manager advised Ravi to change himself suitably. Ravi began to feel alienated. Sadly the rules of the company did not permit him to get immediate transfer. He resigned from a promising job at 23 and in the process; the company lost an able officer with remarkable performance records in his orientation and training program.

Q.1. how do you assess the problems of Ravi. Do you agree with his decision? 7

Q.2. what do you think about efficacy of the HR policies of the company, especially the orientation and socialization policies? 7

OR

Q.1 Explain the role of line and HR manger in Selection 7

Q.2. Explain the relevance of placement and induction in HRM. 7