

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA – SEMESTER -II– EXAMINATION – WINTER 2021

Subject Code: 4529204

Date: 21-02-2022

Subject Name: Human Resource Management

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.

	Marks
Q.1 Explain the terms:	14
(a) Management by Objective	
(b) HR Planning	
(c) Job Description	
(d) Industrial Dispute	
(e) Trade Union	
(f) Knowledge Management	
(g) BARS	
Q.2 (a) Explain Strategic HR Planning in detail.	07
(b) Discuss any three-selection test used in the process of selection.	07
OR	
(b) Bring out the difference between Job Description and Job Specification.	07
Q.3 (a) Explain need analysis in the HR Planning Process	07
(b) Explain Knowledge Management Process	07
OR	
Q.3 (a) Discuss the methods of Job Evaluation methods.	07
(b) Discuss the methods of data collection in process of job analysis	07
Q.4 (a) Discuss any three management development methods.	07
(b) Explain the salient features of Indian Factories Act 1948 for employee welfare	07
OR	
Q.4 (a) State and explain the causes of Industrial Dispute	07
(b) Discuss any three methods of performance appraisal	07

Q.5 CASE STUDY:

Prateek Arora has been employed for six months in the accounts section of a large manufacturing company in Faridabad. You have been his supervisor for the past three months. Recently you have been asked by the management to find out the contributions of each employee in the accounts section and monitor carefully whether they are meeting the standards set by you. A few days back you have completed your formal investigation and with the expectation of Prateek, all seem to be meeting the targets set by you. Along with numerous errors, Prateek's work is characterized by low performance- often he does 20 percent less than the other clerks in the section. As you look in to Prateek's performance review sheets again, you begin to wonder whether some sort of remedial training is needed for people like him.

- (a) Can you find out whether the poor performance is due to poor training or some other cause? 07
- (b) If you find Prateek has been inadequately trained, how do you go about introducing a remedial training program? 07

OR

- Q.5**
- (a) If he has been with the company for six months, what kind of remedial program would be best? 07
 - (b) Bring out the relevance of training and development Program? 07
