

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA – SEMESTER –II-EXAMINATION – WINTER-2022

Subject Code: 4529204**Date: 16/12/2022****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.

Q. No.	Question Text and Description	Marks
Q.1	Explain in brief the following terms ; (a) Collective bargaining (b) Competencies (c) Management By Objective(MBO) (d) ESOP (e) Off The Job Training (f) Job Rotation (g) Diversity	14
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) Explain in detail the recruitment and selection process of Human resource management with relevant example.	07
	OR	
	(b) What are the four main types of information that application forms provides? How is these information useful to manager for selecting right person?	07
Q.3	(a) What is Job evaluation? Compare and contrast the methods of job evaluation: Ranking, Classification, Factor comparisons, and Point method	07
	(b) What items specifically included in the Job Description? How does Job Description differs from Job Specification	07
	OR	
Q.3	(a) What is Job analysis? What are different methods for data collection explain in detail with its pros and cons.	07
	(b) Which are different ways of Job Design? Explain in brief with suitable example.	07
Q.4	(a) Define Industrial Relations. Explain in brief the major aspects of Industrial Relations.	07
	(b) What is Performance Appraisal? Explain any two methods of Appraising Performance in detail with suitable example.	07
	OR	
Q.4	(a) Discuss the various sections pertaining to employee health & safety in factories Act 1948	07
	(b) What is Collective bargaining? Describe the different steps in collective bargaining process in detail.	07

Q.5	<p>CASE STUDY:</p> <p>It wasn't long ago that products from Apple, perhaps the most recognizable name in electronics manufacturing around the world, were made entirely in the United States. This is not the case anymore. Now, almost all of the approximately 70 million iPhones, 30 million iPads, and 59 million other Apple products sold yearly are manufactured overseas. This change represents more than 20,000 jobs directly lost by U.S. workers, not to mention more than 7,00,000 other jobs given to foreign companies in Asia, Europe and elsewhere. The loss is not temporary. As the late Steven P. Jobs, Apple's iconic cofounder, told President Obama, "Those jobs aren't coming back."</p> <p>At first glance, the transfer of jobs from one workforce to another would seem to hinge on a difference in wages, but Apple shows this is an oversimplification. In fact, some say paying U.S. wages would add only \$65 to each iPhone's expense, while Apple's profits average hundreds of dollars per phone. Rather, and of more concern, Apple's leaders believe the intrinsic characteristics which they identify as flexibility, diligence, and industrial skills of the labor force available to them in China are superior to those of the U.S. labor force. Apple executives tell of shorter lead times and faster manufacturing processes in China that becoming the stuff of company legend. "The speed and flexibility is breathtaking," one executive said. "There's no American plant that can match that." Another said, "We shouldn't be criticized for using Chinese workers. The U.S. has stopped producing people with the skills we need."</p> <p>Because Apple is one of the most imitated companies in the world, this perception of an overseas advantage might suggest that the U.S. workforce needs to be better led, better trained, more effectively managed, and more motivated to be proactive and flexible. If U.S. and western European workers are less motivated and less adaptable, it's hard to imagine that does not spell trouble for the future of the American workforce.</p> <p>Perhaps, through, Apple's switch from one hundred percent American – made items to ten percent represents the natural growth pattern of a company going global. At this point, the iPhone is largely designed in the United States (where Apple has 43,000 employees); parts are made in South Korea, Taiwan, Singapore, Malaysia, Japan, Europe, and elsewhere; and products are assembled in China. The future of at least 247 suppliers worldwide depends on Apple's approximately \$30.1 billion in orders per quarter. And we can't forget that Apple posted \$16.1 billion in revenue from China in the first quarter of 2015, up 70 percent from the first quarter of 2014, perhaps in part because its manufacturing in China builds support for the brand there.</p> <p>As maker of some of the most cutting – edge, revered products in the electronics marketplace, perhaps Apple serves not as a failure of one country to hold onto a company completely but as one of the best examples of global ingenuity.</p>	
	<p>(a) What are the pros and cons for local and overseas labor forces of Apple's going global? What are the potential political implications for country relationships?</p>	07
	<p>(b) Do you think it is good or harmful to the company that its executives have voiced these opinions?</p>	07
OR		
Q.5	<p>(a) Do you think Apple is justified in drawing the observations and conclusions expressed in this case? Why or why not?</p>	07
	<p>(b) How could managers use increased worker flexibility and diligence to increase the competitiveness of their manufacturing sites? What would you recommend?</p>	07
