

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA Sem-II Remedial Examination December 2010

Subject code: 820004
Date: 21 /12 /2010

Subject Name: Human Resource Management
Time: 10.30 am – 01.00 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 (a)** Define “Human Resource Planning.” Why is HR Planning more common among large organizations than among small ones? **07**
- (b)** What is meant by job Description? Explain the terms ‘Job enlargement’, ‘Job enrichment’ and ‘Dejobbing.’ **07**
- Q.2 (a)** Why it is important to conduct pre-employment background investigation? Outline how would you go for it. **07**
- (b)** Discuss some major mistakes that take place during interview process. If you are an interviewer, how would you avoid them? **07**
- OR**
- (b)** Marketing Manager of Intelligence Pharmaceutical company identify the performance deficiency in his medical representatives. He came to know the reasons of deficiency are “lack of technical as well as communication skill.” Which training programme will you suggest for the medical representatives? Why? Explain meticulously. **07**
- Q.3 (a)** Define and explain significance of Collective Bargaining. Discuss each step involved in process **07**
- (b)** Define “Industrial Relation.” Discuss various aspects and features of Industrial Relations. **07**
- OR**
- (a)** Describe the methods of resolving Industrial Dispute with State Intervention. **07**
- (b)** Discuss general provisions of Strikes and Lockout in accordance with Industrial Disputes Act, 1947. **07**
- Q.4 (a)** Discuss (I) Adoption of Conventions & Ratification and (II) Major activities undertaken by International Labour Organization. **07**
- (b)** Explain important provisions of Payment of Wages Act, 1936. **07**
- OR**
- (a)** Explain the objectives of Worker’s Participation in Management and discuss participation through Joint Management Councils. **07**
- (b)** Discuss Safety provision as contained in Factories Act, 1948. **07**
- Q.5 (a)** Enlist various methods of Job Evaluation and explain any two thereof. **07**
- (b)** How intercountry differences affect HRM? Describe with example. **07**
- OR**
- Q.5 (a)** Justify that compensation is a motivator and not just a satisfying factor. **07**
- (b)** Explain in briefly the five steps process of establishing pay rates **07**
