

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA-SEMESTER-II-EXAMINATION- SUMMER-2024

Subject Code: 1529604**Date: 11/06/2024****Subject Name: Human Resource Management****Time: 10:30 AM TO 01:30 PM****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.
4. Use of simple calculators and non-programmable scientific calculators are permitted.

Q. No.	Question Text and Description	Marks
Q.1	Definitions / terms / explanations / short questions based on concepts of theory/practical 1. 360 Performance Appraisal 2. Incentives 3. Trade Union 4. Exit Interview 5. Welfare activity 6. Grievances 7. Employee Engagement	14
Q.2	(a) Explain the importance of HRM in organizations	07
	(b) List out the factors that affects the human resources planning	07
OR		
Q.2	(b) What all are the roles and Qualities of Human Resource Manager in workplace.	07
Q.3	(a) Explain the various phases in evolution of human resource management	07
	(b) “Human resource management is a proactive approach and personnel management is a relative approach to perform the same set of function related to managing human resource”- Do you agree with this statement	07
OR		
Q.3	(a) Give some valuable guidance to human resource manager to pool and manage the talent wide around in the organization	07
	(b) What are the ethical issues in HR? Explain in detail with examples.	07
Q.4	(a) Explain about Grievances handled and Redressal activities engaged by human resource manager.	07
	(b) Explain the recent trends for women safety in the organization.	07
OR		

- Q.4 (a)** Explain Collective Bargaining and bring out its pros and cons. **07**
- (b)** Define the term “test”. Enumerate the purposes, characteristics of psychological tests and the types of psychological tests involved in employee procurement **07**
- Q. 5** Case Study-
- Mr. Shah, the HR Director for classic corporation, has come to the conclusion that the firm has not been getting the better students from the college campus that have visited. Classic corporation currently has recent recruits go back to their own campuses to conduct employment interviews for entry level management positions. This is based upon the belief of the last HR Director that recent graduates are better able to develop a rapport with current college students. Other firms send older to be more experienced interviewers to these campuses and as consequences appear to be more successful in their recruiting efforts. Mr. Shah is now considering a complete review of the recruitment practices of the firm in order to ensure that appropriate methods are being adopted and that they are effectively used. He believes that the first step is to review all of the methods available and to determine when, and for which labor market each is most effective. This seems a difficult job, and he is wondering if it can be done at all.
- (a)** What recommendations would you make to Mr. Shah to improve the firm’s college recruiting for entry level management positions? **07**
- (b)** What should be the proper method of recruiting fresher from the college? **07**
- OR**
- (a)** Determine the labor market in which each of the recruitment methods will be most effective **07**
- (b)** What should be included in their recruitment policies after reviewing it? **07**
