

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

Subject Code: 4529204**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 (a) Gain Sharing Plan (b) BARS (c) MBO (d) Poaching (e) Job Specification (f) Talent Management (g) Competency Mapping	14
Q.2	(a) What is job Evaluation? Which are the different methods of Job Evaluation? Explain in detail point method of job evaluation with its advantages and disadvantages. (b) Differentiate between Recruitment and Selection briefly explain the various sources of Recruitment.	07 07
OR		
	(b) Why is it important for companies today to make their HR into a competitive advantage? Explain how HR can contribute to doing these days.	07
Q.3	(a) “Job rotation, job enlargement and job enrichment are simply attempts by managers to avoid individuals at work”- comment. (b) Collective Bargaining is the principal raison of the trade union” Explain the statement in relation with registration of trade union, rights and responsibilities of trade union as per Trade Union Act, 1923 and briefly explain how collective bargaining can prove as aid to resolve industrial conflicts.	07 07
OR		
Q.3	(a) Define Trade Union. How can the Union get registered? Its roles and importance. Problem of Trade Union in India. (b) Evaluate 360-degree feedback as a technique of appraisal; also compare the same with 720-degree technique.	07 07
Q.4	(a) Define Management Development. Explain its Importance and limitations. (b) What is HR Score Card? Explain in brief the HR Score Card process.	07 07

OR

- Q.4** **(a)** Define Industrial dispute. Discuss the various causes that lead to industrial dispute and different methods of settling industrial dispute. **07**
- (b)** Write a short note on International Labor Organization (ILO). **07**

Q.5 **CASE STUDY:**

Boon Hospital has been growing in size as it offers quality, prompt-caring services to the patients. Dr. shekar the Administrator is a person with good medical knowledge but lacks knowledge and skills involved in human resources management. The hospital has large quantities of medicine, equipment, spare parts of important machines installed in the hospital. As usual, the Hospital has employed a “storekeeper” with no previous experience of Hospital Stores. Mr. Ramakant the storekeeper was working earlier in an engineering firm and had sufficient knowledge of such stores. Ramakant reports to the purchase Executive whose job is to order requisite materials for requirements of the entire Hospital, Dr. shekhar has been receiving various complaints from the staff and doctors of non-availability of medicines, drugs, spares of equipment and other consumables required in the Hospital having 500 beds. Since the hospital so far did not employ a qualified Personnel Manager, the administrators are not aware of the job analysis procedures, nor do they have job description and job specification of any of the jobs being performed.

- (a)** Write down the job analysis, job description and job specification of a storekeeper’s job. **07**
- (b)** What specific standards and specification would you include in the job description and job specification? **07**

OR

- Q.5** **(a)** How would you go about in developing a standard job description and specification? **07**
- (b)** Which are the staff members from whom you would collect useful information and requirements of this job? **07**
