

Enrollment No./Seat No.:

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA - SEMESTER - II EXAMINATION - SUMMER 2025

Subject Code: MB02092041

Date: 04-06-2025

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.**

	Marks
Q.1 Definitions / terms / explanations / short questions based on concepts of theory/practical	14
(a) Validity	
(b) Induction and On-boarding	
(c) BARS	
(d) Industrial Relation	
(e) Social security	
(f) MBO	
(g) SHRM	
Q.2 (a) Define Job Analysis? Explain how you would conduct a Job analysis?	07
(b) "Right type of manpower planned at the right time can give the optimum results". Briefly mention the process of Human Resource Planning and in short tell the various tools of forecasting which can be used	07
OR	
(b) Is HR a Profit center? Analyse this statement with suitable examples	07
Q.3 (a) Explain in detail the recruitment and selection process	07
(b) Pay equity can be justified by Job Evaluation. Justify the same by underpinning the concept of Job evaluation & various Techniques which can be used for Job Evaluation.	07
OR	
(a) Define Performance appraisal? Explain any three methods of Performance appraisal	07
(b) Explain "Training serves as an important tool for building human capital" in context to importance of training briefly and also discuss the various methods of training	07
Q.4 (a) Elaborate on Industrial Dispute; explain the method to resolve Industrial Dispute.	07

- (b) Describe the importance of compensation in HRM. what factors are considered in wage determination 07

OR

- (a) Explain Employees Engagement, Talent management & HR Scorecard as current trends in HRM 07
- (b) Define knowledge Management? Why knowledge management is required? Explain the process of knowledge Management 07

Q.5 ABC Ltd., a fast-growing renewable energy company, had been expanding rapidly in the last three years. With its team doubling in size, the HR department struggled to manage recruitment, performance appraisals, and employee retention.

The company initially used informal hiring practices, relying heavily on employee referrals. However, this led to a lack of diversity and some mismatched hires. Moreover, the absence of structured performance reviews created dissatisfaction among employees, who felt there was no clear growth path.

Turnover rates began rising, especially among younger employees who sought career development opportunities. Realizing the need for change, the HR manager, Tanvi, introduced a new talent management strategy. She implemented structured recruitment processes, including job descriptions, interviews, and competency-based assessments.

Tanvi also introduced a performance management system with quarterly reviews, goal setting, and training programs tailored to employee needs. Six months later, employee engagement scores improved by 25%, and turnover dropped by 15%. The company started attracting diverse talent and reported better team performance.

- (a) Identify the key HRM challenges faced by ABC Ltd 07
- (b) How did structured recruitment help improve diversity and performance? 07

OR

- (a) What strategies did Tanvi implement to address these challenges? 07
- (b) Why is performance management important in employee retention? 07
