

Enrollment No./Seat No.:

GUJARAT TECHNOLOGICAL UNIVERSITY
BBA - SEMESTER - IV EXAMINATION - WINTER 2025

Subject Code: 1540104

Date: 18-11-2025

Subject Name: Introduction of Human Resource Management

Time: 02:30 PM to 5:00 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 Attempt ANY 7	14
(a) Performance Appraisal Errors	
(b) Types of Justice	
(c) Indirect Compensation	
(d) Dejobbing	
(e) Career Stages	
(f) HR Allocation Approach	
(g) Salary compression & Pay inversion	
(h) PIP	
Q.2 Multiple Choice Questions (All Compulsory)	14
(1) Job Description includes:	
A. Educational qualifications	
B. Work to be done	
C. Personality traits	
D. Career goals	
(2) The process of introducing new employees is called:	
A. Orientation	
B. Training	
C. Induction	
D. Development	
(3) Which of these factors is not included in environmental scanning?	
A. Political and legislative issues	
B. Economic factor	
C. Technological changes	
D. None of the above	

- (4) An interview that follows no fixed format is called:
- A. Structured
 - B. Panel
 - C. Informal
 - D. Unstructured
- (5) Which is not a training method?
- A. Case study
 - B. Lecture
 - C. Job enlargement
 - D. Role-play
- (6) Which is not a type of separation?
- A. Retirement
 - B. Layoff
 - C. Transfer
 - D. Termination
- (7) MDP stands for:
- A. Management Direction Plan
 - B. Management Development Program
 - C. Managerial Decision Process
 - D. Manual Data Process
- (8) Concept of Management by Objective was popularized by _____
- A. Peter Drucker
 - B. Henry Fayol
 - C. Fredric Tylor
 - D. None of these
- (9) Human Resource Planning is not concerned with:
- A. Forecasting demand
 - B. Planning budgets
 - C. Analyzing supply
 - D. Setting objectives
- (10) On-the-job training method includes:
- A. Case study
 - B. Role-play
 - C. Job rotation
 - D. Seminars
- (11) Succession planning ensures:
- A. Legal compliance
 - B. Managerial continuity
 - C. Job security
 - D. Resignation

(12) What techniques are used while analyzing the internal supply of labor?

- A. Inflows and outflows
- B. Turnover rate
- C. Conditions of work and absenteeism
- D. All of the above

(13) Feedback in appraisal is meant to:

- A. Penalize
- B. Motivate and improve
- C. Retrench
- D. Avoid conflict

(14) HRM is amalgam of:

- A. Job analysis, Recruitment, and Selection
- B. Social behaviour and Business ethics
- C. Organizational behaviour, personnel management, and Industrial relation
- D. Employer and Employees

Q.3 (a) Explain the objectives and importance of Human Resource Management. **07**

(b) What are the roles and proficiencies of HR Manager? Explain with examples. **07**

OR

(a) Describe Job Analysis? Differentiate between JD and JS. **07**

(b) Discuss various job design techniques and their relevance in today's workplace. **07**

Q.4 (a) Define recruitment. Explain various sources of recruitment. **07**

(b) Mr. Rahul is the HR manager of a mid-sized manufacturing company. Recently, he has been assigned responsibility of hiring 20 new production supervisors. Design a suitable selection process for hiring. **07**

OR

(a) Describe the importance and steps of HRP. **07**

(b) Mr. Rajesh is the HR manager of a mid-sized manufacturing company. Recently, he has been assigned responsibility of hiring 20 new production supervisors. Which types of selection tests and interviews can be used for hiring? **07**

Q.5 (a) Discuss various methods of Performance Appraisal. **07**

(b) Amayra Pvt. Ltd. has hired a batch of 25 management trainees for marketing and operations department. Discuss suitable T&D methods HR Manager needs to consider for these trainees. **07**

OR

(a) Describe the quantitative methods of Job Evaluation. **07**

(b) You are a newly appointed HR officer at a growing firm where employees are unclear about the criteria for promotion and have raised concerns about unfair treatment. Suggest a policy framework that ensures fairness and ethics in promotion decisions. **07**
