

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

Subject Code: 4529204

Date: 20/01/2026

Subject Name: Human Resource Management

Time: 02:30 PM TO 05:30 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.1** Definitions / terms / explanations / short questions based on concepts of theory/practical **14**
a) HRP
b) Job Evaluation
c) Strategic HR
d) On The Job Training
e) 360 Degree Appraisal
f) Collective Bargaining
g) Employee Provident Fund
- Q.2** (a) Discuss some major mistakes that take place during interview process. If you are an interviewer, how would you avoid them? **07**
(b) Why is it important for companies today to make their HR into a competitive advantage? Explain how HR can contribute to doing these? **07**
- OR**
- (b) Illustrate the process of HRP. Briefly discuss the significance of HRP. **07**
- Q.3** (a) Explain the importance of Management Development. Differentiate between Training and Development **07**
(b) State the guidelines for writing the job specification. Differentiate between job specification and job description. **07**
- OR**
- Q.3** (a) Discuss the advantages and disadvantages of competency-based job evaluation. **07**
(b) Explain the methods of training. What are the issues involved in Training? **07**
- Q.4** (a) Outline the criteria for reward distribution. State different types of Rewards. **07**
(b) Discuss the measures of improving industrial relations. Highlight the importance of industrial relations. **07**
- OR**
- Q.4** (a) What are the methods of managing workforce diversity? How to manage workforce diversity effectively? **07**
(b) Describe the principles and challenges of employee engagement. **07**

Q.5

CASE STUDY:

During a Sunday morning in the golf club of the company, while playing golf with his friend Ashish Maheta, discovered that his department had hired a fresh university computer graduate (BCA) for the post of a system analyst – with a starting salary almost as high as of harish. Although Sanjay Kumar was of good nature, he was totally shocked and upset. It had taken him five years to become senior systems analyst and attain his current salary level in the Digital Info Systems Ltd. He had been generally pleased with the company for its pleasant work environment and professional culture. He has been thoroughly enjoying his job in the company. The following Monday morning, Sanjay Kumar met the chief of the HR department. He enquired about what he had heard from his friend whether that was true. Ashish Maheta Sathe, the HR chief apologetically admitted that it was true and tried to explain the company's situation. He told Sanjay Kumar that the market for the system analyst is very tough these days and it is difficult to find a right person after so many advertisements. In order to attract qualified prospects to the company, he was to offer a premium on starting salary. We desperately needed another analyst and this was the only way we could get one. Since you are too much overloaded, we wanted to reduce your burden. Sanjay Kumar asked Mr. Patel whether his salary would be adjusted accordingly now. Mr. Patel replied that your salary would be revaluated at the regular time with others. You are doing a great job, and I am sure that your boss will definitely recommend a raise for you. Sanjay Kumar thanked Mr. Patel but left the office shaking his head and wondering about his future in the company. He is seriously thinking to quit the company and has to examine various lucrative standing offers he has with him.

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| (a) | What is the problem in this case? | 07 |
| (b) | Was it wrong on the part of Mr. Patel to give a different package to the new system analyst? Why? Why not? | 07 |

OR

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|------------|------------|---|-----------|
| Q.5 | (a) | Do you think Mr. Patel explanation was satisfactory? Discuss. | 07 |
| | (b) | How can you motivate Sanjay Kumar? | 07 |