

**GUJARAT TECHNOLOGICAL UNIVERSITY**

**SEMESTER– 2 EXAMINATION – WINTER 2012**

**Subject code: 2820004**

**Date: 08/01/2013**

**Subject Name: Human Resource Management**

**Time: 10:30 – 13:30**

**Total Marks: 70**

**Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

**Q.1 (a)** Explain what is Job Analysis and Define Job Description & Job Specification. Compare and contrast the methods for collecting Job Analysis Data. **07**

**(b)** Explain the Model Grievance Procedure. **07**

**Q.2 (a)** Define Performance Measurement and Performance Management System. Discuss some major methods for measurement of performance. **07**

**(b)** Define Strategic Human Resource Management and explain the seven steps in strategic management process. **07**

**OR**

**(b)** Whether you are a line manager or a staff manager, you are side by side an HR manager also. Give your comments on this statement. **07**

**Q.3 (a)** What is the process of Human Resource Planning? Highlight the importance of HRP. **07**

**(b)** State the different methods of interview and also state the various types of Interviews. **07**

**OR**

**Q.3 (a)** Explain the difference between recruitment and selection. Discuss the different sources of recruitment and for which type of recruitment they are used. **07**

**(b)** Explain the process of selection with diagram and state with relevant examples importance to conduct pre-employment background investigations. **07**

**Q.4 (a)** What is Industrial Dispute? Describe the methods of resolving Industrial Dispute. **07**

**(b)** Define “Industrial Relation.” Discuss various aspects and features of Industrial Relations. **07**

**OR**

**Q.4 (a)** What is meant by Collective Bargaining ? Discuss the pre-requisites of a successful collective bargaining process. **07**

**(b)** Explain the objectives and limitation of Minimum Wages Act. **07**

- Q.5** (a) Define Trade Union Act, 1926. State the registration process. **07**
- (b) Define Factories Act, 1948. What are the various provisions related to health? **07**

**OR**

- Q.5** (a) Discuss major activities undertaken by International Labour Organization. **07**
- (b) Explain the objectives of Worker's Participation in Management and discuss what are the different methods for WPM **07**

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