## **C.U.SHAH UNIVERSITY Summer Examination-2018**

## Subject Name : Human Resource Management

| Subject Code : 5MS | 502HRM1           | Branch: MBA           |            |
|--------------------|-------------------|-----------------------|------------|
| Semester : 2       | Date : 07/05/2018 | Time : 10.30 To 01:30 | Marks : 70 |

## **Instructions:**

- (1) Use of Programmable calculator and any other electronic instrument is prohibited.
- (2) Instructions written on main answer book are strictly to be obeyed.
- (3) Draw neat diagrams and figures (if necessary) at right places.
- (4) Assume suitable data if needed.

|     |    | SECTION – I  |      |
|-----|----|--|------|
| Q-1 |    | Attempt the Following questions                            | (07) |
|     | a. | Define "Human Resource Management".                        | 2    |
|     | b. | What is "Job Specification"?                               | 2    |
|     | c. | Explain "Dejobbing".                                       | 1    |
| Q-2 |    | Attempt all questions                                      | (14) |
|     | 1. | Explain Process of 'Job Analysis'.                         | 7    |
|     | 2. | Explain functions of HR Manager.                           | 7    |
|     |    | OR   |      |
| Q-2 |    | Attempt all questions                                      | (14) |
|     | 1. | Write a note on Sources of Recruitment.                    | 7    |
|     | 2. | Write advantages of efficient HR Department.               | 7    |
| Q-3 |    | Attempt all questions                                      | (14) |
| C   | 1. | Write a note on "Balanced Score Card"                      | 7    |
|     | 2. | Write a note on selection process                          | 7    |
|     |    | OR   |      |
| Q-3 |    | Attempt all questions                                      | (14) |
|     | 1. | Explain in detail "Human Resource Planning & its Problems" | 7    |
|     | 2. | Write a note on "On the Job training methods".             | 7    |

## **SECTION – II**

| Q-4 |    | Attempt the Following questions | (07)        |
|-----|----|---------------------------------|-------------|
|     | a. | Define "Lockout".               | 2           |
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|     | b.<br>c. | Define "Conflict"<br>What do you mean by "Collective Bargaining".   | 2<br>1         |
|-----|----------|---|----------------|
| Q-5 | 1.<br>2. | Attempt all questions<br>Explain in detail different types of Interviews.<br>Explain concept of "Industrial Relations" in detail. | (14)<br>7<br>7 |
|     |          |   |                |
| Q-5 | 1.<br>2. | OR<br>Attempt all questions<br>Explain machinery solving Industrial Dispute.<br>Write a note on Indian Factories Act.             | (14)<br>7<br>7 |
| Q-6 | 1.<br>2. | Attempt all questions<br>Write a note on Minimum Wage Legislation.<br>Explain different sources of Collecting Information.        | (14)<br>7<br>7 |
|     |          | OR  |                |
| Q-6 |          | Attempt all Questions   | (14)           |
|     | 1.       | What skills are required in HR manager? Explain.  | 7              |
|     | 2.       | Write a note on "Strategic Pay Plan"  | 7              |

