

Enrollment No: \_\_\_\_\_ Exam Seat No: \_\_\_\_\_

# C.U.SHAH UNIVERSITY

## Winter Examination-2018

Subject Name : Human Resource Management

Subject Code : 5MS02HRM1

Branch: MBA

Semester : 2

Date : 02/11/2018

Time : 02.30 To 05:30

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.
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### SECTION – I

Q-1 Attempt the Following questions (07)

- a. Define “Test validity”. 2
- b. What is “Job Enlargement”? 2
- c. Explain “Dejobbing”. 1

Q-2 Attempt all questions (14)

1. Explain ‘Job description’ with an illustration. 7
2. Explain what skills are required in efficient HR Manager. 7

### OR

Q-2 Attempt all questions (14)

1. Explain strategic role of HR manager in changing time. 7
2. Explain in detail about ‘Job analysis’. 7

Q-3 Attempt all questions (14)

1. Write a note on “Balanced Score Card”. 7
2. Write a note on ‘Sources of Recruitment’. 7

### OR

Q-3 Attempt all questions (14)

1. Explain in detail “Human Resource Planning”. 7
2. Write a note on “Off the Job training methods”. 7

### SECTION – II

Q-4 Attempt the Following questions (07)



- a. Define “Strike”. 2
- b. Define “Conflict” 2
- c. What do you mean by “Orientation”. 1

- Q-5                      Attempt all questions                      (14)**
- 1. Explain in detail about Collective Bargaining. 7
  - 2. Explain concept of “Industrial Relations” in detail. 7

**OR**

- Q-5                      Attempt all questions                      (14)**
- 1. Explain what is Industrial Dispute? 7
  - 2. Write a note on Indian Factories Act. 7

- Q-6                      Attempt all questions                      (14)**
- 1. Write a note on Minimum Wage Legislation. 7
  - 2. Explain ‘Inspector’ and also state its role under The Payment of Wages act, 1936. 7

**OR**

- Q-6                      Attempt all Questions                      (14)**
- 1. What steps are involved in strategic human resource management process. 7
  - 2. Explain the provision of Registration and cancellation of Registration under Trade union. 7

