

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
MBA Winter 2019-20 Examination

Semester: 2
Subject Code: 06200154
Subject Name: Human Resource Management

Date: 11/12/2019
Time: 10:30am to 1:00pm
Total Marks: 60

Instructions

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

Q.1 Do as Directed.**A). Multiple choice type questions. (Each of 1 mark)****(05)**

1. Majority of the disputes in industries is (are) related to the problem of _____

- | | |
|-------------|---------------------|
| a) Wages | c) Salaries |
| b) Benefits | d) All of the above |

2 _____ is not a role of HR manager.

- | | |
|-----------------|---------------|
| a) Policy maker | c) Advisor |
| b) Recruiter | d) Accountant |

3 Which of the following is not an approach of job design.

- | | |
|--------------------|--------------------------|
| a) Job enlargement | c) job rotation |
| b) Job enrichment | d) Quality of work life. |

4 Components of compensation include _____

- | | |
|---------------|---------------------|
| a) Allowances | c) Incentives |
| b) Wages | d) All of the above |

5 The objectives of HRM are categorized as _____

- | | |
|--------------------------|---|
| a) Personnel objectives | c) organizational and social objectives |
| b) functional objectives | d) All of the above |

B). Define the following. (Each of 1 mark)**(05)**

1. Human Resource Planning
2. Business Strategy
3. Industrial Relation
4. Compensation
5. International HRM

C). Direct questions. (Each of 1 mark)**(05)**

1. List out Managerial functions of HRM.
2. What is performance appraisal?
3. List out types of Employee Welfare
4. What do you mean by training?
5. What is a fringe benefit?

Q.2 Answer the following questions.

A). What do you mean by recruitment? Explain factors affecting recruitment in detail (07)

B). Discuss various off the job training methods (08)

Q.3 Answer the following questions.

A). Explain causes of industrial dispute in detail. (07)

B). Differentiate domestic HRM and International HRM (08)

Q.4 Attempt any two questions. (Each of 7.5 mark) (15)

1. Ms Dorothea is the head of compensation department in chemical company. What are the components of compensation she will consider in designing compensation structure?

2. Mr Prem is a HR manager in Pharma Company. He is working on HR planning. What are the steps he would consider in HR planning?

3. Explain various approaches of Industrial Relation in company.

4. Discuss the challenges faced by international HR manager.