

Seat No: \_\_\_\_\_

Enrollment No: \_\_\_\_\_

**PARUL UNIVERSITY**  
**FACULTY OF MANAGEMENT**  
**MBA Winter 2018-19 Examination**

**Semester: 2**

**Subject Code: 06200154**

**Subject Name: Human Resource Management**

**Date: 13/12/2018**

**Time: 10:30 am to 1:00 pm**

**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/Fill in the blanks. (Each of 1 mark)**

**(05)**

1. Which of the following is not a function normally performed by HR department?
  - a) Accounting
  - b) Recruitment and Selection
  - c) Training of employees
  - d) Maintenance of accounts
2. HRM is \_\_\_\_\_.
  - a) employer oriented
  - b) legally oriented
  - c) employee oriented
  - d) none of the above
3. Which of the following is not an approach of job design.
  - a) Job enlargement
  - b) Job enrichment
  - c) job rotation
  - d) Quality of work life.
4. Components of compensation does not include \_\_\_\_\_.
  - a) Authority
  - b) Wages
  - c) Incentives
  - d) Allowances
5. \_\_\_\_\_ describes the duties of the job, authority relationship, skills requirement, conditions of work etc.
  - a) Job enlargement
  - b) Job analysis
  - c) Job enrichment
  - d) Job evaluation

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

**(05)**

1. Human Resource Planning
2. Training
3. Industrial Dispute
4. Trade union
5. Expatriate

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

**(05)**

1. List out approaches of job design.
2. What is performance Appraisal?
3. List out types of Employee Welfare Activities.
4. What do you mean by HR audit and Evaluation?
5. What is a fringe benefit?

**Q.2 Answer the following questions.**

**A). Explain process of Human Resource Planning in detail.**

**(07)**

**B). Discuss various On the job training methods**

**(08)**

**Q.3 Answer the following questions.**

**A). Explain different approaches of industrial relation in detail.**

**(07)**

**B). Write a note on Managing Expatriate**

**(08)**

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

**(15)**

1. Mr. Loy is a HR manager in Pharma Company. Now a day he is busy with the selection of employees. What are the steps he would consider in selection?
2. Ms Janki is the head of compensation department in chemical company. What are the components of compensation she will consider in designing compensation structure?
3. Explain various Causes of Industrial Dispute in company.
4. Miss Joyas is the HR auditor and evaluator in IT company. What are the approaches she will consider in HR audit and evaluation?