

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
MBA Winter 2017 - 18 Examination

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

Date: 12 /01/2018
Time: 2.00 pm to 4.30 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. The scope of HRM does not include ____
 - a) Retirement of employees
 - b) Manpower planning
 - c) Training of employees
 - d) Maintenance of accounts
- 2 Identify the managerial function out of the following functions of HR managers.
 - a) Procurement
 - b) Development
 - c) Organizing
 - d) Performance appraisal
- 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 Majority of the disputes in industries is (are) arise because of _____
 - a) Wage demands
 - b) Political interference
 - c) Trade union
 - d) all of the above

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

1. Human Resource Management
2. Performance Appraisal
3. Industrial Relation
4. Trade union
5. International HRM

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

1. List out Managerial functions of HRM.
2. What is training?
3. List out types of Employee Welfare
4. What do you mean by cross cultural training?
5. What is job design?

Q.2 Answer the following questions.

- A). Define selection. Explain process of selection 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. Mr Joy is a HR manager in Pharma company. He is working on HR planning . what are the steps he would consider in HR planning?
2. Ms pinki 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 approaches of Industrial Relation in company.
4. Miss Jenifer is the HR auditor and evaluator in IT company. What are the approaches she will consider in evaluation