

Seat No./Enrollment No.: _____

GUJARAT TECHNOLOGICAL UNIVERSITY
BBA/MBA INTEGRATED – SEMESTER 3 – EXAMINATION – SUMMER 2026

Subject Code: BB03001021

Date: 04/05/2026

Subject Name: HUMAN RESOURCE MANAGEMENT

Time: 02:30 PM TO 05:30 PM

Total Marks: 70

Instructions:

- 1. Attempt all questions.**
- 2. Make suitable assumptions wherever necessary.**
- 3. Figures to the right indicate full marks.**
- 4. Use of simple calculators and non programable scientific calculators are permitted**

- Q.1** Definitions / terms / explanations / short questions based on concepts of theory/practical **14**
- (a) What is Strategic Human Resource Management?
 - (b) Write down the stages of Employee Life Cycle.
 - (c) What is E- Recruitment ?
 - (d) What is Career Management ?
 - (e) What is Self Appraisal?
 - (f) Define: (1) Fair Wage
(2) Living Wage
 - (g) Explain Time Wage System.
- Q.2** Detail Question
- (a) Describe the guiding principles of Human Resource Management. **07**
 - (b) Explain H.R. Ethical Issues in detail. **07**
- OR
- (b) Write short note: Human Resource Policy. **07**
- Q.3** Detail Question
- (a) What Factors must be taken into account by the manager in charge of Human Resource Planning? **07**
 - (b) Write Short note on : Modern Techniques of Recruitment. **07**
- OR
- Q.3** Detail Question
- (a) “Training is Expensive, but lack of training is more expensive”, Discuss. **07**
 - (b) What is gig workers? Discuss their advantages and limitations. **07**
- Q.4** Detail Question
- (a) Discuss on Appraisers of performance appraisal. **07**
 - (b) Write short note: Incentive Wage Systems. **07**
- OR
- Q.4** Detail Question
- (a) Explain various sources of Stress. **07**
 - (b) Discuss the guiding principles of Industrial discipline. **07**

- Q.5** Detail Question
- (a)** Discuss the scope of Human Resource Analytics in brief. **07**
 - (b)** Discuss the role of Human Resources in Service Sector. **07**
- OR
- Q.5** Detail Question
- (a)** Explain importance of Diversity, Equity and Inclusion in Human Resource Management. **07**
 - (b)** Describe different practices applied by organization to maintain workplace wellness. **07**

Enrollment No./Seat No.:

GUJARAT TECHNOLOGICAL UNIVERSITY
BBA/MBA INTEGRATED - SEMESTER - III EXAMINATION - WINTER 2025

Subject Code: BB03001021

Date: 01-12-2025

Subject Name: Human Resource Management

Time: 10:30 AM to 01:30 PM

Total Marks: 70

Instructions

- 1. Attempt all questions.**
- 2. Make suitable assumptions wherever necessary.**
- 3. Figures to the right indicate full marks.**
- 4. USE of SIMPLE calculators AND non-programmable scientific calculators are permitted.**

	Marks
Q.1 ALL 7 Questions must be Compulsory.	14
(a) Who is an HRBP	
(b) Define HRM	
(c) What is Recruitment.	
(d) Who are Virtual Employees	
(e) what is Performance Appraisal?	
(f) Explain the term DEI	
(g) Describe Green HRM	
Q.2 (a) Explain the evolution and changing role of HRM in modern organizations. Also compare Personnel Management and Human Resource Management with examples.	07
(b) Explain the stages of the Employee Life Cycle (ELC) in detail.	07
OR	
(b) Enumerate the functional areas of HRM and briefly describe the role of HR professionals in each.	07
Q.3 (a) Explain the process of recruitment and selection in organizations.	07
(b) Who is a gig worker? Share some examples of gig industry. What problems do companies face with gig workers and virtual employees? Suggest simple solutions.	07
OR	
(a) What is recruitment? Also, explain internal and external sources of recruitment.	07
(b) Define Training and state objectives of training.	07
Q.4 (a) What is employee engagement? Discuss strategies to enhance engagement.	07
(b) Define Industrial Relations and discuss its objectives and parties.	07

OR

- (a)** Explain the key considerations involved in designing compensation packages for special groups. **07**
- (b)** What are the different types of compliances required at the workplace? Briefly explain each with suitable examples. **07**
- Q.5 (a)** What are HR Analytics, what are they used for, and how do the different types of analytics (Descriptive, Diagnostic, Predictive, and Prescriptive) help organizations in decision-making? **07**
- (b)** Define Diversity and explain the key dimensions/types of diversity seen in an organization? **07**

OR

- (a)** Discuss the impact of technology and AI on HR innovation. **07**
- (b)** Explain workplace wellness programs and their strategic importance. **07**
