

Enrollment No./Seat No.:

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA - SEMESTER - II EXAMINATION - SUMMER 2025

Subject Code: MB02092041

Date: 04-06-2025

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 Definitions / terms / explanations / short questions based on concepts of theory/practical	14
(a) Validity	
(b) Induction and On-boarding	
(c) BARS	
(d) Industrial Relation	
(e) Social security	
(f) MBO	
(g) SHRM	
Q.2 (a) Define Job Analysis? Explain how you would conduct a Job analysis?	07
(b) "Right type of manpower planned at the right time can give the optimum results". Briefly mention the process of Human Resource Planning and in short tell the various tools of forecasting which can be used	07
OR	
(b) Is HR a Profit center? Analyse this statement with suitable examples	07
Q.3 (a) Explain in detail the recruitment and selection process	07
(b) Pay equity can be justified by Job Evaluation. Justify the same by underpinning the concept of Job evaluation & various Techniques which can be used for Job Evaluation.	07
OR	
(a) Define Performance appraisal? Explain any three methods of Performance appraisal	07
(b) Explain "Training serves as an important tool for building human capital" in context to importance of training briefly and also discuss the various methods of training	07
Q.4 (a) Elaborate on Industrial Dispute; explain the method to resolve Industrial Dispute.	07

- (b) Describe the importance of compensation in HRM. what factors are considered in wage determination 07

OR

- (a) Explain Employees Engagement, Talent management & HR Scorecard as current trends in HRM 07
- (b) Define knowledge Management? Why knowledge management is required? Explain the process of knowledge Management 07

Q.5 ABC Ltd., a fast-growing renewable energy company, had been expanding rapidly in the last three years. With its team doubling in size, the HR department struggled to manage recruitment, performance appraisals, and employee retention.

The company initially used informal hiring practices, relying heavily on employee referrals. However, this led to a lack of diversity and some mismatched hires. Moreover, the absence of structured performance reviews created dissatisfaction among employees, who felt there was no clear growth path.

Turnover rates began rising, especially among younger employees who sought career development opportunities. Realizing the need for change, the HR manager, Tanvi, introduced a new talent management strategy. She implemented structured recruitment processes, including job descriptions, interviews, and competency-based assessments.

Tanvi also introduced a performance management system with quarterly reviews, goal setting, and training programs tailored to employee needs. Six months later, employee engagement scores improved by 25%, and turnover dropped by 15%. The company started attracting diverse talent and reported better team performance.

- (a) Identify the key HRM challenges faced by ABC ltd 07
- (b) How did structured recruitment help improve diversity and performance? 07

OR

- (a) What strategies did Tanvi implement to address these challenges? 07
- (b) Why is performance management important in employee retention? 07

Enrollment No./Seat No.:

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA - SEMESTER - II EXAMINATION - WINTER 2025

Subject Code: MB02092041

Date: 19-01-2026

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-programmable scientific calculators are permitted.**

	Marks
Q.1 ALL 7 Questions must be Compulsory.	14
(a) Glass Ceiling	
(b) HRIS	
(c) ILO	
(d) DEI	
(e) Expatriate	
(f) Psychological Contract	
(g) Strike	
Q.2 (a) Describe Job Analysis and the techniques that are used to collect job-related data for Job Analysis.	07
(b) Explain the key internal and external factors impacting Human Resource Management (HRM) in India and globally that HR professionals need to consider?	07
OR	
(b) Illustrate the process of Human Resource Planning (HRP) by applying it to a real-world scenario where a retail company wants to open 10 new stores in the next year.	07
Q.3 (a) Explain the key factors that influence the recruitment process in an organization; provide examples to support your answer.	07
(b) Suppose you are a labor relations expert tasked with resolving an industrial dispute between a manufacturing company and its employees. Recommend various methods to resolve the probable causes of dispute	07
OR	
(a) Write a short note on both: 1. HR Scorecard 2. HR Analytics	07

(b) Design a training program for middle-level managers to enhance their performance and effectiveness in their roles. Which training methods you would use to ensure the program's effectiveness? 07

Q.4 (a) Analyze the health and safety provisions in the Factories Act, 1948, to evaluate their effectiveness in preventing workplace accidents and injuries. 07

(b) As a HR consultant, propose a structured selection process, including the types of selection tests, to hire a new employee for the managerial position. 07

OR

(a) Analyze the relationship between employee engagement and organizational performance. Discuss the key drivers of employee engagement that enhance productivity and retention. 07

(b) Suppose you are an HR manager in manufacturing company. Identify and explain the factors that can affect industrial relations in any manufacturing organization. 07

Q.5 Alpha Industries Ltd., a leading Indian conglomerate, has been facing challenges in evaluating employee performance and aligning it with organizational goals. The current performance appraisal system is traditional and focuses solely on annual ratings. Employees feel that the system is biased, and the feedback is not constructive. The HR department has proposed a new performance management system that includes regular feedback, goal-setting, and development plans.

(a) Analyze the limitations of the current performance appraisal system at Alpha Industries Ltd. and explain how a modern performance management system can address these issues. 07

(b) Discuss the importance of regular feedback in the new performance management system to promote growth and development of an employee. 07

OR

(a) Which performance appraisal methods would you recommend for Alpha Industries Ltd. and why? 07

(b) Evaluate the potential benefits and challenges of implementing the new performance management system at Alpha Industries Ltd.. 07
