Seat No.: _____ Enrolment No._____

GUJARAT TECHNOLOGICAL UNIVERSITY

BHMCT - SEMESTER–V EXAMINATION – WINTER 2015

Subject Code: 153304 **Date:08/12/2015**

Subject Name: Human Resource Management & Development

Time: 10:30am to 1:00pm **Total Marks: 70**

Instructions:

1. **Attempt all questions.**
2. **Make suitable assumptions wherever necessary.**
3. **Figures to the right indicate full marks.**

Q.1	**(a)**	Role of HR Manager?	**07**
	(b)	Difference between Personnel Management & HR Management ?	**07**
Q.2	**(a)**	State Different type of Recruitment Strategies used in hotel Industry.	**07**
	(b)	What is Job Analysis and why it is required in the organization ?	**07**
		OR	
	(b)	Different Techniques for Manpower Planning?	**07**
Q.3	**(a)**	How you can maintain discipline in the organization ?	**07**
	(b)	What is 360 degree performance appraisal and how it is effective?	**07**
		OR	
Q.3	**(a)**	Explain Retention techniques.	**07**
	(b)	Job Satisfaction is important in the organization - Explain .	**07**
Q.4	**(a)**	Explain Fixed cost & Variable cost with example.	**07**
	(b)	State different incentive plan .	**07**
		OR	
Q.4	**(a)**	What is Gratuity, ESIC and PF-Explain in detail.	**07**
	(b)	Write a note on Compensation Management .	**07**
Q.5	**(a)**	Write a note on Trade union ?	**07**
	(b)	As an HR Manager how will you handle the grievance arising in the organization.	**07**
		OR	
Q.5	**(a)**	How will you manage the conflict in the organization?	**07**
	(b)	What is the Role of IR Department in the Organization?	**07**

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