

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY
MTM – SEMESTER – 9 • EXAMINATION – WINTER 2015

Subject Code: 4290104

Date: 21/12/2015

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.

Q.1) Explain the Steps in Job Analysis. Where is the information of Job Analysis used? 14 Marks

Q.2) a) Why is studying Human Resource Management important? 7 Marks

Q.2 b) List out the different types of Interviews. 7 Marks

OR

Q.2 b) Explain the sections in writing Job Descriptions. 7 Marks

Q.3) Describe what is Validity and also explain how to validate a Test. 14 Marks

OR

Q.3) Describe the steps in Recruitment and Selection process in organization. 14 Marks

Q.4) Describe how to overcome Resistance to Change. Also explain the process to Lead the Change 14 Marks

OR

Q.4) a) Which are the Individual Employee Incentive Programs followed by organizations? 7 Marks

b) Which are the sources of hiring candidates? Explain the pros and cons. 7 Marks

Q.5) Explain the process of Establishing Pay Rates. 14 Marks

OR

Q.5) Describe the steps in Appraising Employee Performance. 14 Marks