GUJARAT NATIONAL LAW UNIVERSITY
GANDHINAGAR
Course: **Human Resource Management**
Semester- V (Batch: 2020-25)
End Semester Examination: November 2022

Date: 12ᵗʰ Nov, 2022
Duration: 3 hours   Max. Marks: 50

Instructions:
- Read the questions properly and write the answers in the given answer book.
- Do not write anything on the question paper.
- The respective marks for each question are indicated in-line.
- Indicate correct question numbers in front of the answer.
- No questions or clarification can be sought during the exam period, answer as it is, giving reason, if any.
- Word Limit: 10 Marks: 450-500 words, 8 Marks: 350-400 words, 4 Marks: 150-200 words.

		Marks

Q.1 Workers in various settings are beset with a multitude of issues which sometimes interfere with their personal effectiveness and overall productivity. The skills and knowledge that social workers possess can be applied to non-traditional settings in novel ways to increase employee productivity and organizational effectiveness. **(10)**
   a) Explore how social work skills can enhance the methods that human resource management applies to the current problems of the workplace?
   b) Examine the skills required by social workers and how those skills uniquely fit with the approaches used in human resource management.

Q.2 "Human Resource Planning systematically attempts to forecast personnel demand, assess supply & reconcile the two." Elucidate this statement with the help of suitable examples. **(08)**

Q.3 Sexual harassment, particularly at work, is one of the most prevalent problems that today's societies, whether western or Indian, face. In India, Vishaka's recommendations on sexual harassment of women in the workplace are proof of how women are exploited in the workplace and an indicator of the protection of women's rights at work. Indicate to whom these recommendations are relevant. In this context, examine the laws that handle sexual harassment of women at work and the responsibilities of human resource manager in an organization. **(08)**

Q.4 What is training? Critically discuss the methods of training evaluation in context to modern organization. **(08)**

Q.5 Write short notes on **any four** of the following questions: **(4x4= 16)**
   a) Discuss the 360-degree performance appraisal technique with relevant examples.
   b) Explain how recruitment is different from selection? Discuss various internal and external sources of recruitment in brief.
   c) Explain the concept of Gratuity Act, 1972 and how to calculate gratuity in India.
   d) Explain the difference between transactional leadership and transformational leadership with suitable examples.
   e) Explain Maslow's hierarchy of employee engagement with suitable examples.

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