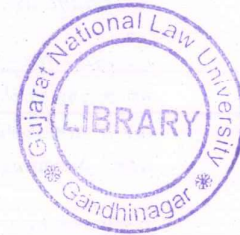


**GUJARAT NATIONAL LAW UNIVERSITY
GANDHINAGAR**

Course: Human Resource Management
Semester-VI (Batch: 2013-18)

Mid Semester Test: Feb-Mar. 2016



Date: 05th March 2016

Duration: 2 hours

Max. Marks: 30

Instructions:

- Read the questions properly and write the answers in the given answer book.
- The respective marks for each question are indicated in-line.
- Do not write any thing on the question paper.
- Draw the diagrams only with pencil.
- Indicate correct question numbers in front of the answers.
- No questions or clarifications can be sought during the exam period, answer as it is, giving reason, if any.

Marks

- Q.1 Explain the following terms in brief. (5x1=05)
- (a) Employee raiding
 - (b) Halo effect
 - (c) Job enrichment
 - (d) De Jobbing
 - (e) Employee leasing
- Q.2 Why should IIR plan be integrated with the overall organizational strategic plan? How can this integration be achieved? (05)
- Q.3 What is sustainable competitive advantage? Explain any two strategic approaches used to build competitive advantage by strategic managers. (10)
- Q.4 Read the case and answer the following question. (3+4+3=10)
- (a) How relevant are the concepts of competencies to the jobs in a chicken-processing plant?
 - (b) How might you try to improve the jobs in a chicken-processing plant?
 - (c) Are dirty, dangerous, and unpleasant jobs an inevitable part of any economy?

Case:

Business magazines and newspapers regularly publish articles about the changing nature of work in the United States and about how many jobs are being changed. Indeed, because so much has been made of the shift toward service-sector and professional jobs, many people assumed that the number of unpleasant and undesirable jobs has decline.

In fact, nothing could be further from the truth. Millions of Americans work in gleaming air-conditioned facilities, but many others work in dirty, grimy, and unsafe settings. For example, many jobs in the recycling industry require workers to sort through moving conveyors of trash, pulling out those items that