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RAN-1808060501060002**First Year B.Com (Honours) (Sem-I) Examination****March / April - 2019****HUMAN RESOURCE MANAGEMENT - PAPER I****[Total Marks: 50****સૂચના : / Instructions**

નીચે દર્શાવેલ નિશાનીવાળી વિગતો ઉત્તરવહી પર અવશ્ય લખવી.

Fill up strictly the details of signs on your answer book

Name of the Examination:

First Year B.Com (Honours) (Sem-I)

Name of the Subject :

HUMAN RESOURCE MANAGEMENT - PAPER I

Subject Code No.: 1808060501060002

Seat No.:

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Student's Signature

Instructions:

1. Attempt all questions
2. Figures to the right indicate marks allotted to that question.

Q.1 Answer the following in brief:**10**

1. Define Human Resource Management.
2. Differentiate between job description and job specification.
3. State any four significance of Human Resource Planning.
4. Mention any two merits and demerits of on-the-job training technique.
5. Explain why recruitment is a positive process while selection is negative process.

Q.2 A. What is job analysis? Explain its process in detail.**7****B. What is human resource planning? Mention its various shortcomings.****6****Q.3 A. State and explain various components of executive development****7****B. What is recruitment policy? Explain it with help of an example for any organization of your choice****7**

- Q.4** A Write a detailed note on the need for training in modern day organization. **5**
 B. Case Study: **8**

Magnificent Engineering Company has manufacturing facilities at Surat, Rajkot and Ahmadabad. The company adopted budget system with main emphasis on production and expense budget. While the budget targets used to be met by Rajkot and Ahmadabad units, the Surat unit was not able to do so.

Mr. Mahesh Patel was transferred to Surat unit as Plant Manager from Rajkot unit. He joined the company 8 years back as engineer trainee and became Assistant Plant Manager of Rajkot unit. He is very ambitious but a bit autocratic. He believes in exercise of authority and control to carry out his instructions. He is high achiever and got quick promotions in the company.

Immediately after joining Surat unit as Plant Manager, Mr. Patel did Preliminary study and issued instruction to increase production by 10%. He also instructed all supervisors to strictly adhere to budgets. He introduced several new reports and watched operations very closely. He suspended two supervisors in the second month for not meeting the budget targets.

With all his efforts, the Surat unit was on the right track and within 6 months exceeded the new budgeted figures by 8%. On setting the plant Right, Mr. Patel was called back to Rajkot unit as Plant Manager where vacancy arose. However, shortly after he left for Rajkot, the productivity at Surat unit fell below the earlier level and the budget was again a trouble.

Answer the following questions:

1. Discuss problem in the case.
2. Can Human Resource Management provide solution to the problem in the case? Justify your answer.
