

RAN-2408000802050001**M.M.S. (Sem.-II) Examination April - 2026****Human Resource Management****Time: 3 Hours]****[Total Marks: 70**

સૂચના : / Instructions (1) ઉપરોક્ત દર્શાવેલ વિગતો ઉત્તરવહી પર અવશ્ય લખવી. Fill up strictly the above details on your answer book (2) Questions No. 1 and 7 are compulsory to attempt. (3) Attempt and 3 from Q.2, Q.3, Q.4, Q.5, Q.6. (4) Figures on the right indicate the marks pertaining to Question	Seat No.: Student's Signature
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- Q.1.** Explain the functions of Human Resource Management. Discuss the role of HR Department in modern organizations. **14**
- Q.2.** Discuss the concept of job Design. Explain various job design techniques such as Job Rotation. Job Enlargement and Job Enrichment in detail with suitable examples. **14**
- Q.3.** Explain Compensation Management. Discuss components of salary structure and factors affecting wage determination. **14**
- Q.4.** Discuss Workers' Participation in Management. Explain its objectives, forms, and importance in maintaining Industrial Harmony. **14**
- Q.5.** Elaborate Quality of Work life (QWL) and Quality Circles. Discuss their role in improving productivity and employee satisfaction. **14**
- Q.6.** Discuss Occupational Health and Safety in detail. Explain the legal provisions and preventive measures to ensure employee well-being. **14**
- Q.7.** Shree Ganesh Engineering Ltd., a medium-sized manufacturing company in Gujarat, recently introduced new automated machinery to improve productivity. However, production output has declined and defect rates have increased. The management conducted only a brief induction session for workers but did not arrange detailed technical training. Many operators are struggling to use the new machines efficiently. The company follows an annual performance appraisal system based on supervisor ratings and production targets. The appraisal process is confidential, and employees do not receive feedback. Workers feel the evaluation is biased and linked only to salary increments. The HR Manager has been asked to improve both the training system and the performance appraisal process. **14**
- Q.1.** Identify the Training needs in the above case.
- Q.2.** Suggest a suitable training method for the company with reasons.
- Q.3.** What are the weaknesses of the current Performance Appraisal System?
- Q.4.** Recommend a Modern Performance Appraisal method suitable for the company.