

Seat No. : 01216

NJ-102

November -2018

B.B.A., Sem.-V

CC-307 : Adv. Human Resource Management

Time : 2:30 Hours]

[Max. Marks : 70

1. (A) Write the following :
- (i) What is SHRM ? Discuss components of SHRM. 7
 - (ii) Discuss the factor determining the investment orientation of an organization. 7
- OR**
- (i) Explain the difference between traditional HRM and SHRM.
 - (ii) Write a detailed note on Risk involved in investment in Human Assets.
- (B) Do as Directed : (Any four out of six) 4
- (1) The subject matter of personal management is _____.
(Profit, Capital investment, Human being)
 - (2) SHRM mould the human resource in such a way to attain the _____.
(Profit, organisation goal, Individual goal)
 - (3) Of all the resource available to organization, HR are considered the most important for attaining the objectives of the organization. (True/False)
 - (4) Strategy thinking is _____ process. (Short term, Long term, Continuous)
 - (5) Human resource refer to the people who work in an organization.
(True/False)
 - (6) The primary source of competitive advantage in SHRM is _____.
(People, Pattern, Technology)
2. (A) Write the following :
- (i) Explain the benefits of SHRM and bring out the barriers to it. 7
 - (ii) Explain the various roles that an HR Manager has to perform in today scenario. 7
- OR**
- (i) Discuss the partnership between HR and Line Managers.
 - (ii) Discuss the competencies required of HR department to become a strategic Partner.
- (B) Do as Directed : (Any four out of six) 4
- (1) HR manages may not be involved in strategic decision making in organization. (True/False)
 - (2) _____ is the elimination of jobs in a planned manner.
(Downsizing, Diversification)
 - (3) _____ is a strategic business partner with clearly defined responsibility and accountabilities. (Managing directors, HR managers, CEO)
 - (4) The line managers are the _____ of HR.
(Consumer, Customer, Employees)

- (5) _____ involves transferring some of the responsibilities and activities from the HR personnel function to the line managers.
(Devolution, Upgrade, Improvement)
- (6) The interest in the relationship between knowledge management and HRM has increasing. (True/False)

3. (A) Write the following :

- (i) Performance Appraisal and Performance Management System-A comparison. 7
- (ii) Discuss how problem associated with performance appraisal can be avoided. 7

OR

- (i) Discuss the working of the Electronic Performance Monitoring system. 7
- (ii) Explain Alternative Ranking Method of Performance Appraisal along with its Merits and Demerits. 7

(B) Do as Directed : (Any three out of five) 3

- (1) Which of the following is an alternate term used for performance appraisal ?
(Job knowledge, employee assessment, quantity of output)
- (2) Performance Appraisal and performance Management are same thing.
(True/False)
- (3) Forced distribution Method is Predetermined in _____ form.
(Percentage form, Ratio form)
- (4) Management by objective when it is being considered must have _____.
(Multiple objectives, Three objective, Two Objective)
- (5) Types of 'appraisal interviews' are _____.
(tell-and-listen, tell-and-sell, problem solving, All of these)

4. (A) Write the following :

- (i) What are the factors that need to be considered by the HR manager before determining pay rates ? 7
- (ii) What is job Evaluation ? Explain the method of job Evaluation. 7

OR

- (i) What is competency-based pay ? Discuss its advantages and disadvantages. 7
- (ii) Write a detailed note on Flexible Work Schedules. 7

(B) Do as Directed : (Any three out of five) 3

- (1) The _____ Method is a refinement of the Ranking Method.
(Job Evaluation, Factor Comparison, Point)
- (2) Compensation can be _____ benefit. (Monetary, Non-monetary, both)
- (3) The total Remuneration payable to directors of publicly listed companies in any financial year should not exceed _____ of the net profit of the company. (10%, 15%, 11%)
- (4) Information about specific salary rate for particular job is part of _____.
(salary survey, HR survey, equity survey)
- (5) Determining job worth in comparison of other job is called _____.
(Job description, Job evaluation, Job analysis)