

NP-102

November-2017

B.B.A., Sem.-V

CC-307 : Advanced Human Resource Management

Time : 3 Hours]

[Max. Marks : 70

1. (A) What is SHRM ? Discuss the components of SHRM in brief. 7

OR

What is strategy ? Discuss competitive strategies with an illustration.

(B) Differentiate : HRM V/s Strategic HRM. 7

OR

How the investment perspective of human resources is advantageous to an organization ?

2. Discuss the various environmental trends affecting HRM in detail. 14

OR

(A) Why HRM is a constant changing function ? Discuss the new roles associated with the changing nature of HR function. 7

(B) Explain the benefits of SHRM and bring out barriers of it. 7

3. (A) Discuss the potential problems occurred during appraisal of employees. How can supervisor avoid such errors to make the appraisal effective ? 7

OR

Differentiate the Performance Appraisal from Performance Management.

(B) Discuss any three methods of appraising performances of employees in detail. 7

OR

Why performance management system is needed in an organization ?

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P.T.O.

4. (A) What is pay determination of workers ? Discuss any two basic factors an HR manager needs to consider while determining pay rates. 7

OR

Discuss the concept of Competency based pay and narrate its pros and cons.

- (B) Why employees prefer programme of flexible benefits ? As an HR executive of KPO unit, design flexitime programme for your employees. 7

OR

What is Broad-banding ? What are its advantages and disadvantages ?

5. Do the following : 14

- (1) Job sharing approach allows flexible spending accounts and benefits to workers. (True/False)
- (2) When a firm operates in niche market, it is called differentiation strategy. (True/False)
- (3) Capital availability ensures facilitation of coordination between HR strategies and business strategies. (True/False)
- (4) In Halo error, supervisor used to focus a lot on candidate's initial personality trait. (True/False)
- (5) SHRM believes in more _____ control. (organic, bureaucratic)
- (6) If a firm distinguish its products from its competitors, it's known as _____ business strategy. (Focus, Differentiation)
- (7) In PMS ownership of appraising the performance is of _____. (Line managers, human resource department)
- (8) _____ allows two or more people to share a single full time job. (Job sharing, Work sharing)
- (9) As per talent model of HRM, salaries are linked with _____ in order to get better results. (performance, seniority, attendance, initiative)
- (10) If people who born after 1980 termed as Gen Y, then people who born after 2000 termed as _____.
- (11) Performance Management is a part of performance appraisal process. (True/False)
- (12) Define : Leniency error
- (13) Give full form of ESOS and ESPS
- (14) Define : Cafeteria approach