

**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)