

Seat No. : _____

DA-101

December-2021

B.B.A., Sem.-V

CC-307 : Advanced Human Resource Management – I

Time : 2 Hours]

[Max. Marks : 50

- Instructions :**
- (1) All the questions in Section – I carry equal marks.
 - (2) Attempt any **two** questions in Section – I.
 - (2) Question – **5** in Section – II is compulsory.

Section – I

1. (A) What is Human Asset ? Explain risks involved in investing human asset from organization's perspective. **10**
(B) Define Strategic HRM. Discuss various components of Strategic HRM. **10**
2. (A) Discuss any two Environmental Trends affecting HRM. **10**
(B) Explain in detail various competencies required by HR manager to become a strategic partner. **10**
3. (A) What is Performance Appraisal ? Explain following methods of Performance Appraisal. **10**
(a) Electronic Performance Monitoring
(b) Paired Comparison Method
(B) What is Performance Management System ? Discuss the reasons why Performance Management System is required in any organization. **10**
4. (A) What is Flexible Benefit ? As an HR manager of BPO organization, design Flexible Benefit Program. **10**
(B) Discuss basic factors that HR managers need to consider while determining pay rates. **10**

Section – II

5. Attempt ANY **TEN** questions from the below :

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- (1) SHRM believes in _____ control.
 - (A) Organic
 - (B) Bureaucratic
 - (C) Strategic
 - (D) Systematic
- (2) Voluntary Retirement Scheme (VRS) is a part of _____ activity.
 - (A) Diversification
 - (B) Devolution
 - (C) Downsizing
 - (D) Differentiation
- (3) In most organisations, who is primarily responsible for appraising an employee's performance ?
 - (A) Employee's direct supervisor
 - (B) Company appraiser
 - (C) Human resources manager
 - (D) Employee's subordinates
- (4) _____ is hiring someone outside the company to perform tasks that could be done internally.
 - (A) Insourcing
 - (B) Outsourcing
 - (C) Outbouding
 - (D) All of the above
- (5) Which of the following is a competency required for HR manager to become a Business partner ?
 - (A) Decision-making
 - (B) Honesty
 - (C) Integrity
 - (D) Flexibility
- (6) The people born between 1965 - 1979 are known as _____.
 - (A) Gen X
 - (B) Baby Boomers
 - (C) Gen Y
 - (D) Gen Z
- (7) All forms of pay going to employees and arising from their employment is referred to as _____.
 - (A) Job Evaluation
 - (B) Employee Compensation
 - (C) Commissions
 - (D) Bonus
- (8) Shifting some of the HR responsibilities and activities to a line manager is known as _____.
 - (A) Downsizing
 - (B) Involvement
 - (C) Devolution
 - (D) Transfer

- (9) _____ of motivation states that if a person perceives an inequity, the person will be motivated to reduce or eliminate the tension and perceived inequity.
- (A) Compensation (B) Two factor
(C) Equity theory (D) Need hierarchy
- (10) Ranking of an employee from best to worst on a trait or traits alternatively is referred to as _____ method of appraisal.
- (A) Paired comparison (B) Management by Objectives
(C) 360° Degree (D) Alternation Ranking
- (11) _____ refers to the ease with which employees with a particular skill set can move from one employer to another with little loss in pay.
- (A) Skill Mobility (B) Knowledge Transfer
(C) Employee mobility (D) All of the above
- (12) Determining the worth of job in comparison to other jobs in organization is called as _____.
- (A) Job Analysis (B) Job Evaluation
(C) Job Description (D) Job Specification
- (13) If a firm distinguish its products from its competitors, it is known as _____ business strategy.
- (A) Differentiation (B) Focus
(C) Niche (D) Prospector
- (14) _____ approach allows two or more people to share a single a full-time job.
- (A) Work sharing (B) Cafeteria
(C) Job sharing (D) Equity
- (15) Traditionally, human resources have been viewed as a/an _____ to the organization.
- (A) Asset (B) Investment
(C) Cost (D) None of the above
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