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2405E854

Candidate's Seat No. _____

B.B.A. (Sem.-V) Examination

307 Advanced H.R.M.

May-2017

[Max. Marks : 70]

Time : 3 Hours]

Ques: 1 (a) What is SHRM? Discuss its components in detail. — (7)

OR

Ques: 1 (a) Discuss the factors determining the investment orientation of an organisation. — (7)

Ques: 1 (b) Explain the difference between traditional HRM and SHRM. — (7)

OR

Ques: 1 (b) Explain the difference between SHRM and HR strategies. — (7)

Ques: 2 (a) Explain environmental trends affecting HRM. — (7)

OR

Ques: 2 (a) Discuss HRM as a changing function. — (7)

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Ques:2 (b) Discuss the various barriers to Strategic HR. — (7)

OR

Ques:2 (b) Explain - Which are the competencies required of HR department to become Strategic Partner? — (7)

Ques:3 (a) What is performance management? Why it is required in current industrial system? Explain — (7)

OR

Ques:3 (a) Discuss various supervisor's roles in appraising performance. — (7)

Ques:3 (b) Explain any three methods of performance appraisal in detail. — (7)

OR

Ques:3 (b) Explain - How to avoid appraisal problems? — (7)