

## BBA Sem.-5 Examination

CC-307

## Adv Human Resource Mgmt

May 2022

Time : 2-00 Hours]

[Max. Marks : 50

**Instructions:** All questions in Section – I carry equal marks. Attempt any 2 questions in section – I. Question 5 in section – II is compulsory.

**Section - I**

- Q-I** A) Define the term 'SHRM'. Differentiate HRM and SHRM. 10  
 B) Being an HR manager of a service firm, discuss the factors determining the investment orientation of an organization with suitable examples. 10
- Q-II** A) Describe the barriers to strategic HR and how HR professionals can mitigate them to attain efficiency? 10  
 B) Write a detailed note on any two (2) Environmental trends which can affect the functioning of HRM. 10
- Q-III** A) Discuss Paired Comparison method and Electronic Performance Monitoring (EPM) to appraise employees with their pros and cons. Please give your opinion that which method seems to be more suitable in present scenario? 10  
 B) What type of problems generally arise while appraising the performance of employees? Being an HR specialist, how you will attempt to reduce such problems in your organization? 10
- Q-IV** A) Discuss the Process of Pay-Rates Establishment. 10  
 B) Describe "Flexible benefits program" in brief. If you are working with HR department of a private sector Bank, how you will design this program to your bank employees? 10

**Section - II**

- Q-V** **Attempt any TEN** 10
- 1 PMS is a part of Performance appraisal.
  - 2 Performance appraisal is NOT mandatory for every organization.
  - 3 Job sharing is as same as work sharing.
  - 4 SHRM helps an organization to attain competitive advantage
  - 5 In traditional HRM, managers thinking pattern was transactional and reactive.
  - 6 Apple company is an example of Cost Leadership business strategy.
  - 7 Fast changes in organization structure can serve as a greatest barrier in SHRM.
  - 8 Rightsizing is an effort to eliminate job in a planned way.
  - 9 Candidates who born between 1980 to 1994 termed as Gen Z.
  - 10 HRM is a constant changing function of an organization.
  - 11 Job evaluation can be successful without benchmark jobs also.
  - 12 SEBI has not recognized ESPS in India.
  - 13 NPS means National Payment System, launched by GoI.
  - 14 MBO method has been developed by Peter Drucker.
  - 15 360 degree appraisal is the most widely used method

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