

**BBA., Sem. - 6**  
CC – 314 Advanced Human Resource Management

**Time: 2:00 Hours]**

**Total Marks: 50]**

- Instructions:** (1) All Questions in **Section I** carry equal marks  
(2) Attempt any **TWO** Questions in **section I**  
(3) Question V in **section II** is **COMPLUSORY**

**Section I**

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|-------|---|--|----|
| Q.I   | A | Define employee discipline. Explain various objectives of employee discipline.     | 10 |
|       | B | Explain types of discipline with suitable example.                                 | 10 |
| Q.II  | A | What is training and development? Discuss its significance in organization         | 10 |
|       | B | What is Talent Management? Explain the benefits of talent management.              | 10 |
| Q.III | A | Discuss special issue in mentoring with respect to women and diversified workforce | 10 |
|       | B | What do you mean by different roles of mentors to protégé – Explain                | 10 |
| Q.IV  | A | What is IHRM? Explain the types of training for International Organization         | 10 |
|       | B | What is innovation management? Explain its process in detail.                      | 10 |

**Section II**

- Q. V Multiple Choice Questions:(Any 10 out of 15) 10
1. Which of the following is/are statutory provisions concerning Discipline  
(a) Industrial Employment Act, 1946  
(b) Industrial Dispute Act, 1947  
(c) The payment of wages Act, 1936  
(d) All of the Above
  2. Positive Discipline is also called as\_\_\_\_\_.  
(a) Self –Imposed discipline  
(b) Misconduct  
(c) Performance discipline  
(d) None of the Above
  3. \_\_\_\_\_ Approach impose penalty and punishment if the rules and regulation framed by the organization are not obeyed or ignored by the members.  
(a) Negative approach  
(b) Punitive approach  
(c) Self-control approach  
(d) None of the Above
  4. The feature of employee discipline is punitive approach. (True/False)

5. Which of the following is/are HRM Approaches towards training and development in organization?
  - (a) Human Capital Approach
  - (b) Contingent Approach
  - (c) Strategic Approach
  - (d) All of the Above Approaches
  
6. Right person in a right job is objective of \_\_\_\_\_Management.
  - (a) Skill
  - (b) Talent
  - (c) Knowledge
  - (d) Import and Export
  
7. Which of the following is/are the method of training and development?
  - (a) Lectures
  - (b) Conferences
  - (c) Case Study
  - (d) All of the Above
  
8. \_\_\_\_\_ involves moving employees or management trainees to various positions from department to department to broaden their understanding of different aspects of business.
  - (a) Job Rotation
  - (b) Behaviour Modelling
  - (c) Role Play
  - (d) In-basket Training
  
9. One to one mentoring is traditional concept of Mentoring. (True/False)
  
10. \_\_\_\_\_system is one in which peers often provide mentoring to each other.
  - (a) Buddy
  - (b) Contemporary
  - (c) Team
  - (d) Group
  
11. \_\_\_\_\_ mentoring is based on structured relationship.
  - (a) Formal
  - (b) Informal
  - (c) Both A and B
  - (d) None of the Above
  
12. \_\_\_\_\_are the citizen of the country in which the headquarters of the MNC is located. (PCN/TCN)
  
13. Repatriation is the process of bringing an expatriate home after he/she has completed the international assignment. (True/False)

14. Outdoor oriented programmers can be also known as\_\_\_\_\_.
- (a) Leadership Training
  - (b) Internal Training
  - (c) Survival Training
  - (d) None of the Above
15. Language training involves learning the language of the foreign country.  
(True/False)
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