

May - 2021
BBA Sem VI

CC - 314 : Advanced Human resource Management

Time : 2 Hours

Marks : 50

Instructions : All questions in SECTION -1 carry equal marks
Attempt any TWO questions in SECTION -1.
Question 5 in SECTION - 2 is compulsory.

SECTION -1

- Q1. (A) Explain causes of indiscipline and types of Discipline. 10
(B) What is discipline? Explain the procedure of disciplinary actions. 10
- Q2. (A) Explain the process of training and development. 10
(B) discuss the significance of training as a strategic organisational activity. 10
- Q3. (A) Explain the different roles of Mentors. 10
(B) Discuss the various negative experience that may arise out of mentoring. 10
- Q4. (A) Discuss types of international organisations and difference between IHRM and Domestic HRM. 10
(B) Explain Performance Management in International Assignment. 10

SECTION - 2

- Q5. MCQ : (Attempt only 10) 10
- _____ is the ultimate disciplinary action taken against problem employee.
(Dismissal, Pay cut , Suspension)
 - _____ strategy is associated with preference to buy new and diverse skills from external sources.
(Prosperity, Defender, Prospectors)
 - _____ are the citizens of country in which the headquarters of MNC is located.
(PCN, HCN, TCN)
 - _____ mentoring relationships are those in which mentors and proteges belong to opposite genders.
(Cross-gender, special mentoring, E-mentoring)
 - _____ has operations units in foreign countries which often operates as autonomous units.

(MNCs, International corporations, National)

6. _____ is a step-by-step self -learning method in which the trainee can learn at his/her own pace.

(Programmed instruction, Seminar, Class room instruction)

7. _____ connotes orderly behaviour by the employees.

(Discipline, Indiscipline, Negative)

8. _____ is to determine which employees need training and which do not.

(Organisational analysis, Job analysis, Person analysis)

9. _____ involves establishment of individual career objectives based on an assessment of career goals, aspirations, performance and potential.

(Career management, Career Development, Career Planning)

10. _____ are individuals who receive guidance, coaching and support from the mentor.

(Coach, Mentor, Proteges)

11. The relationship which develop with organisational intervention either as voluntary assignment or matching of mentor and protege is called _____ Mentoring.

(Informal, Formal , Positive)

12. _____ addresses a broad range of HRM activities.

(IHRM, Domestic HRM, SHRM)

13. _____ is the process of bringing an expatriate home after he/she has completed the international assignment.

(Expatriation, Repatriation, Ethnocentric)

14. Negative discipline is also called _____ discipline.

(Positive, Self-imposed, Enforced)

15. Successful talent management requires a talent management strategy that aligns with the business strategy. _____ (True/False)