

Seat No. : _____

XG-101

T.Y. B.B.A.

March-2013

Advance Human Resource Management

Time : 3 Hours]

[Max. Marks : 70

1. (a) What is SHRM ? Discuss components of SHRM. 7
(b) Explain changing role of HR manager in detail. 7

OR

- (a) Explain difference between HRM & SHRM. 7
(b) Discuss impact of social change on HRM. 7

2. (a) Explain process of recruitment & selection in detail. 7
(b) Discuss process of conducting Effective Interviews. 7

OR

What is validity & reliability ? Explain the process of validity & reliability in detail. 14

3. (a) Discuss factors affecting Pajy rates decision in detail. 7
(b) Explain 'Broad banding' & 'work sharing' in detail. 7

OR

- (a) Discuss meaning and causes of Indiscipline. 7
(b) Explain any two methods of performance appraisal. 7

4. (a) Discuss meaning and outcomes of mentoring. 7
(b) Explain various methods of Career Planning. 7

OR

Discuss process of training in detail. 14

5. (a) Explain characteristics of virtual organization. 7
(b) Discuss uses of HRIS in detail. 7

OR

- (a) Discuss difference between IHRM & DHRM. 7
(b) Discuss role of HR in cultural changes. 7