

Seat No. : \_\_\_\_\_

**AF-104**

April-2023

**B.B.A., Sem.-VI**

**CC-314 : Advanced Human Resource Management**

**Time : 2½ Hours]**

**[Max. Marks : 70**

**Instruction : Attempt ALL questions.**

1. (A) Explain what is discipline. Discuss the procedure for disciplinary actions. 7  
(B) Discuss the characteristics, objectives, and types of discipline. 7  

**OR**

(A) Discuss the kinds of punishment and penalties. 7  
(B) Discuss the guidelines of disciplinary action and principles of effective discipline. 7
2. (A) Discuss the significance of training as a strategic organisational activity. 7  
(B) Discuss special forms of training and development. 7  

**OR**

(A) Explain Talent Management, benefits, and process of talent management. 7  
(B) Discuss the process of training and development in detail. 7
3. (A) Explain career development interventions for each career stage. 7  
(B) Discuss special mentoring challenges faced by today's organisation. 7  

**OR**

(A) Discuss career planning methods used by organizations and the objectives of each method. 7  
(B) Discuss Formal and informal mentoring relationships. 7
4. (A) Discuss the meaning of innovation and discuss the core elements of innovation systems. 7  
(B) Discuss the compensation issues in International Assignment. 7  

**OR**

(A) Discuss International HRM, types, and differences between IHRM and Domestic HRM. 7  
(B) Discuss pre-departure training for International Assignments. 7

5. Multiple choice questions : (Any 7)

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- (1) In his role of a \_\_\_\_\_, a mentor presents proteges with a hypothetical situations and asks them for solutions. (coach, teacher, sponsor)
  - (2) \_\_\_\_\_ approach gives very little autonomy to the foreign subsidiary, all strategic decisions are taken at the headquarters. (Ethnocentric, Polycentric, Geocentric)
  - (3) Due to increasing competition, employees are required to take cross-functional training. (True/False)
  - (4) In order to be successful in overseas assignments, individuals do not need to have cultural adaptability or any language skills. (True/False)
  - (5) Self-imposed discipline is known as a negative discipline while enforced discipline is known as positive discipline. (True/False)
  - (6) \_\_\_\_\_ is the process of bringing an expatriate home after his/her international assignment is over. (Expatriation / Repatriation)
  - (7) \_\_\_\_\_ management of diversity refers to managing the interface between people of two countries. (Cross-national, Transnational, International)
  - (8) \_\_\_\_\_ is to determine which employees need training and which do not. (Job analysis, Person analysis, Organisational analysis)
  - (9) \_\_\_\_\_ addresses a narrow range of HRM activities. (IHRM, Domestic HRM, SHRM)
  - (10) Career management involves the establishment of individual career objectives based on an assessment of career goals, aspirations, performance, and potential. (True/False)
  - (11) The right person in the right job is the objective of \_\_\_\_\_ Management. (Skill, Knowledge, Talent)
  - (12) Innovation is the key driver of competitive advantage, growth, and profitability. (True/False)
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