

BBA Sem.-6 (Rep) Examination

CC 314

Adv Human Resource Management

Time : 2-30 Hours]

October-2024

[Max. Marks : 70

Instructions: Attempt all the Questions

- Q1. A. What role can be played by an HR manager in maintaining discipline? Discuss the different kinds of Punishments. 7
 B. Define Indiscipline and causes of Indiscipline. 7
OR
- Q1. A. Discuss code of Discipline 7
 B. Discuss principles of effective discipline. 7
- Q2. A. Explain linkage between Defender and Prospector strategy. 7
 B. Explain the process of Talent Management in detail. 7
OR
- Q2. A. Discuss the reasons behind the emergence of training as a strategic organisational activity. 7
 B. Discuss special forms of Training and Development. 7
- Q3. A. Who are "Mentors" and "Proteges". Discuss the different roles of mentors. 7
 B. Discuss negative mentoring experiences. 7
OR
- Q3. A. Discuss career development interventions for each stage. 7
 B. Explain career planning methods used by organisations and objectives of each method. 7
- Q4. A. With reference to international staffing, write a detailed note on pre-departure training for International assignment. 7
 B. Explain in detail, the parameters an HR manager need to consider for Performance Management for International Assignment. 7
OR
- Q4. A. What are the role of HR in managing Cultural change.? 7
 B. Discuss key strategies for innovation efficiency. 7
- Q5. MCQ (Attempt ANY 7) 14
- _____ is the process of bringing an expatriate home after he/she has completed the international assignments.
 a. Repatriation b. Expatriation c. Ethnocentric
 - _____ approach focusses on an integrated global philosophy.
 a. Ethnocentric b. Polycentric c. Geocentric
 - Disciplines implies behaving in a desired manner. True/False
 - _____ discipline emphasizes the concept of self-discipline or self-control.
 a. Positive b. Negative c. Applied
 - Written notice is the mildest form of discipline. True/False
 - _____ management is the constant process of finding, developing, training and motivating employees to improve their performance.
 a. Orientation b. Talent c. Culture
 - _____ is a continuous process that involves setting personal goals, developing strategies for achieving these goals.
 a. Career management b. Career development c. Career planning
 - Career paths are the logical _____ of job progression tracks for employees to follow.
 a. Planning b. Sequence c. Training
 - In Mentoring agenda is defined by the needs of the protégé. True/False
 - _____ functions provide emotional support and enhance the protégé's feeling of competence and identity.
 a. Psychosocial b. Career c. Transformational
 - _____ is a type of MNC that maintains control over its worldwide operations through a centralized home office.
 a. International corporations b. Transnational corporations c. Global corporations
 - _____ HRM addresses a broad range of HRM activities.
 a. Domestic b. International c. Regional