



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

# NF-109

November-2025

B.B.A., Sem.-V

## DSC-C-351(3) : Advanced Human Resource Management-1

Time : 2:00 Hours]

[Max. Marks : 50

1. (A) Explain the difference between HR Strategies and SHRM. 5
1. (B) Discuss different factors determining investment orientation of an organization. 5

**OR**

1. (A) What is SHRM ? Explain the components of SHRM. 5
1. (B) Write a detailed note on different objectives of SHRM. 5

2. (A) Define essential elements of Strategic HR. 5
2. (B) Explain benefits of Strategic HRM. 5

**OR**

2. (A) What competencies are required to be a Strategic partner ? 5
2. (B) Elaborate the barriers of strategic HRM. 5

3. (A) What is performance appraisal ? Explain advantages and limitation of computerized web based performance appraisal. 5
3. (B) Discuss the difference between performance appraisal and performance management. 5

**OR**

3. (A) Narrate supervisor's role in Appraising performance. 5
3. (B) Write a note on process of performance management. 5

4. (A) Discuss compressed work week and its effectiveness. 5
4. (B) Define limitations of compressed work weeks. 5

**OR**

4. (A) Explain the pros and cons of Competency based pay. 5
4. (B) Define Job sharing and work sharing. 5

5. Do as directed : (any Ten)

10

- (1) Define SHRM.
  - (2) What is considered as primary source of competitive advantage of the firm ?
  - (3) Give two examples of physical capital resources.
  - (4) Which factors are included in trends of business environment which affects HRM ?
  - (5) The views are collected from peers, seniors, juniors, wholesaler, Retailors etc. for an employee, this appraisal method is known as \_\_\_\_\_.
  - (6) What do you mean by workforce diversity ?
  - (7) What is outsourcing ?
  - (8) Under which method of performance appraisal, the employees are ranked from best to worst on a particular trait ?
  - (9) HRM deals with \_\_\_\_\_ concern where as SHRM deals with \_\_\_\_\_ concern. (Micro/Macro)
  - (10) Measuring performance using modern technology has become easy, fast and accurate. (True / False)
  - (11) What is job sharing ?
  - (12) What is Flexi Time ?
-