

Seat No. : _____

AF-108

April-2025

BBA., Sem.-VI

CC-314 : Advance Human Resource Management – II

Time : 2:30 Hours]

[Max. Marks : 70

1. (A) Write a note on causes of indiscipline with examples. 7
(B) Narrate statutory provisions concerning discipline. 7

OR

1. (A) Explain principles of effective discipline. 7
(B) Explain guidelines of a disciplinary action. 7
2. (A) Explain process of Training and Development. 7
(B) Narrate process of Talent Management. 7

OR

2. (A) Explain defender and prospector strategy ad linkage between business strategy and training. 7
(B) Explain special forms of training and development. 7
3. (A) Explain role and functions of Mentors. 7
(B) Narrate individual and organizational benefits of mentoring. 7

OR

3. (A) Explain key elements of successful mentoring relationship. 7
(B) Explain formal and informal mentoring relationships. 7
4. (A) Explain key strategies for innovation efficiency. 7
(B) Narrate HRM practices. 7

OR

4. (A) Explain challenges faced in knowledge economy. 7
(B) Explain difference between IHRM and Domestic HRM. 7

5. MCQs : Attempt any **seven** out of **twelve** :

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- (1) Follow up as a step _____ awarding punishment. (follows, precedes, balances)
 - (2) Disciplinary actions should be _____ than punitive. (positive, corrective, destructive)
 - (3) Positive discipline is also known as _____ discipline. (self-imposed, negative, neutral)
 - (4) _____ is also called misconduct. (Discipline, Indiscipline, Both)
 - (5) Skill specialisation is possible in _____ strategy. (defender, prospector, both)
 - (6) _____ strategy believes in diverse product lines. (Successor, Prospector, Dependent)
 - (7) _____ process evaluates own practices against those of recognised leaders. (Benchmarking, Training, Learning)
 - (8) Protege is similar to _____. (coach, student, mentor)
 - (9) Distancing behaviour of mentor is _____ type of experience. (positive, balancing, negative)
 - (10) In _____ approach, parent country nationals hold key positions at headquarter and at foreign subsidiary. (ethnocentric, polycentric, geocentric)
 - (11) Career _____ involves establishment of individual career objectives based on career goals, aspirations, performance and potential. (planning, development, management)
 - (12) When expatriate is back to own country, it is termed as _____. (partition, repatriation, attrition)
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