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0204N014

Candidate's Seat No : _____

B.B.A. Sem.-5 Examination

CC-307

Adv. Human Resource Management

April-2025

Time : 2-30 Hours]

[Max. Marks : 70

1. (A) What is SHRM? Define the components of SHRM. 7
(B) Narrate the difference between HRM & SHRM. 7
OR
1. (A) Elaborate how the risk associated in invest in human asset
From organization's point of view. 7
(B) Define the Difference between HR Strategies and SHRM. 7
2. (A) Define how an environmental trends affecting HRM. 7
(B) Define benefits of SHRM and bring out its barriers. 7
OR
2. (A) what competencies are required to be a Strategic partner. 7
(B) Essential elements of Strategic HR. 7
3. (A) what is performance appraisal? Explain below two methods 7
(1) Paired comparison method. (2) Alteration Ranking Method.
(B) Discuss the difference between performance appraisal 7
and performance management.
- OR
3. (A) Narrate supervisor's role in Appraising performance. 7
(B) Discuss how to avoid appraisal problems. 7
4. (A) Discuss Flexible benefit program, mention cafeteria approach
Flexi time and job sharing. 7
(B) Elaborate the basic factors which determine the pay rates. 7
OR
4. (A) Explain the pros and cons of Competency based pay. 7
(B) Benefits and limitations of compressed work weeks. 7

5. Do as directed (any seven)

- (1) Manpower viewed as _____ to the organization whereas SHRM Viewed it as _____. [Investment, cost]
- (2) Traditional HR is _____ where as SHRM is _____ (proactive, Re active)
- (3) If a firm increases its efficiency cuts costs and attempts to offer lowest Price in the market, it is called _____ leadership.
- (4) SHRM believes in _____ control, whereas HRM Believes in _____ Control. (Bureaucratic, Organic)
- (5) The views are collected from peers, seniors, juniors, wholesaler, Retailors etc. for an employee, this appraisal method is known as _____.
- (6) Performance management is a _____ term. (Conservative / comprehensive)
- (7) HRM deals with _____ concern where as SHRM deals with _____ Concern. (Micro /Macro)
- (8) Skill mobility makes it _____ risky for an organization to invest in human Resource.
- (9) give Full name of EPM method in Appraisal.
- (10) Performance review is also known as performance appraisal. (True /False)
- (11) Benchmark jobs are also called _____ Jobs. (Anchor / Flexible)
- (12) Pattern and plans are two components of SHRM. (True / False)