

## B.B.A Sem.-6 (Rep) Examination

CC-314

## Adv. Human Resource Management

October-2025

Time : 2-30 Hours]

[Max. Marks : 70

- Q1. A Explain causes of indiscipline and types of Discipline. 7  
 B What is discipline? Explain the procedure of disciplinary actions. 7
- OR**
- A. Explain the principles/guidelines of a disciplinary action. 7  
 B. What role can be played an HR Manager in maintaining discipline? Discuss the different kinds of punishments 7
2. A Explain the process of training and development. 7  
 B Discuss the significance of training as a strategic organisational activity. 7
- OR**
- A. Explain the meaning and process of talent management 7  
 B. Discuss special forms of training and development 7
3. A Explain the different roles of Mentors. 7  
 B Discuss the various negative experience that may arise out of mentoring. 7
- OR**
- A. Discuss various career development interventions available to managers at various career stages. 7  
 B. Compare formal and informal mentoring relationships. 7
4. A Discuss types of international organisations and difference between IHRM and Domestic HRM. 7  
 B Explain Performance Management in International Assignment. 7
- OR**
- A What are the challenges faced by HR in the Knowledge Economy? 7  
 B. Explain in detail, the parameters an HR manager need to consider for Performance Management for International Assignment. 7
- Q5. MCQ (Attempt ANY 7) 14
1. In order to be successful in overseas assignments, individuals do not need to have cultural adaptability or any language skills. (True/False)
  2. When a new employee joins an organization, he lacks familiarity with the organisation, hence they are given \_\_\_\_\_.  
 a.Orientation b. Leadership training c. Diversity training.
  3. Third countries national are those employees of an organisation who are the citizens of the country in which the foreign subsidiary is located. (True/False)
  4. \_\_\_\_\_ has operating units in foreign countries which often operate as autonomous units.  
 a.International corporations b. National corporations c. MNCs
  5. \_\_\_\_\_ approach gives very little autonomy to the foreign subsidiary, all strategic decisions are taken at the headquarters.  
 a.Ethnocentric b. Polycentric c. Geocentric
  6. More women, older workers, minorities, regional groups are opting for joining the workforce. This accounts for workforce \_\_\_\_\_.  
 a.Advertising b. Diversity c. Trend
  7. Due to increasing competition, employees are required to take cross-functional training. (True/False)
  8. \_\_\_\_\_ refers to the planned movement of an individual through a carefully developed sequence of job assignments to develop his/her skills, knowledge and competencies.  
 a.Job preview b. Job pathing c. Performance feed back
  9. \_\_\_\_\_ mentoring relationships develop with organizational intervention.  
 a.Formal b. Informal c. Reformal
  10. \_\_\_\_\_ mentoring relationships are those in which mentors and proteges belong to opposite genders.  
 a.Workforce b. Cross-gender c. E-mentoring
  11. In \_\_\_\_\_ discipline, employees are forced to obey orders and abide by rules and regulations.  
 a. Positive b. Negative c. Neutral
  12. \_\_\_\_\_ strategy is associated with production and process efficiency.  
 a.Defender b. Prospector c. Business