

**PARUL UNIVERSITY**  
**FACULTY OF MANAGEMENT**  
**BBA Summer 2022-23 Examination**

Semester: 5

Subject Code: 06101335

Subject Name: Advance Human Resource Management - I

Date: 31/03/2023

Time: 2.00pm to 4.30pm

Total Marks: 60

**Instructions**

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

**Q.1 Do as Directed.****05****A). Multiple choice type questions/Fill in the blanks. (Each of 1 mark)**

- 1 Which function of the management process includes selecting employees, setting performance standards, and compensating employees?  
a) Organizing c) Staffing  
b) Motivating d) Planning
- 2 In most organizations, human resource managers are categorized as \_\_\_\_\_, who assist and advise \_\_\_\_\_ in areas like recruiting, hiring, and compensation.  
a) staff managers; line managers c) line managers; middle managers  
b) line managers; staff managers d) functional managers; staff managers
- 3 \_\_\_\_\_ is concerned with the relationship between HRM and strategic management in an organization.  
a) Strategic human resource management c) corporate management  
b) Strategic business unit d) Generic strategy
- 4 The \_\_\_\_\_ received by an employee is proportional to the effort exerted by the employee, the nature of the job, and the skills of the employee.  
a) Wages c) Motivation  
b) Compensation d) Promotion
- 5 \_\_\_\_\_ emphasis on integrating organizational, team and individual objectives.  
a) Performance appraisal c) Performance evaluation  
b) Performance Evolution d) Performance management

**B). Define the following. (Each of 1 mark)****(05)**

- 1 Competency based pay
- 2 Job-sharing
- 3 Job-evaluation
- 4 Performance appraisal
- 5 Personnel management

**C). Direct questions. (Each of 1 mark)****(05)**

- 1 Explain various pay policies
- 2 Process of establishing pay rates
- 3 Components of SHRM
- 4 Risk involved in investing in human assets
- 5 Link between HR strategy and Business strategy

**Q.2 Answer the following questions.**

- A).** Explain factors determining the investment orientation of an organization in its management of human resources. **(07)**

- B).** Explain environmental trends and human resource challenges in the Indian context. **(08)**

**Q.3 Answer the following questions.**

- A). Discuss the difference between traditional HRM and SHRM. (07)
- B). Compare performance management with performance appraisal. (08)

**Q.4 Attempt any two questions. (Each of 7.5 mark) (15)**

- India culture is different from that in the United States. For example, team incentives tend to be more attractive to people in India than are individual incentives.
- 1 How do you think these cultural differences would have affected?  
How a manager should select, train, appraise, and compensate the employees?
- 2 What Can Managers Do to Improve Employee Engagement in the organization?

Explain with suitable examples:

Today's emphasis on *sustainability* has important consequences for human resource management.

*Strategic human resource management*

- 3 means having human resource policies and practices that produce the employee skills and behaviors that are necessary to achieve the company's strategic goals, and these include **sustainability goals**. This means achieving financial performance while also achieving human sustainability, environmental sustainability, and talent sustainability.
- 4 Explain internal and external determinants of individual financial compensation.