

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
BBA Summer 2022-23 Examination

Semester:6
Subject Code: 06101385
Subject Name: Advance Human Resource Management-II

Date: 01/04/2023
Time: 10.30am to 1.00pm
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.**A). Multiple choice type questions/Fill in the blanks. (Each of 1 mark) (05)**

1. The following training aims to provide broad training to enable the trainee to take up a wide variety of tasks within his field of specialization

a) Demonstration	c) Apprenticeship
b) On-the-job training	d) All of the above
2. Employees 'career hazards' are dealt in

a) Coaching	c) Mentoring
b) Career Management	d) Career Development
3. Understanding behavior and culture of host country's market by host manager in corporation orientation is known to be

a) Ethnocentric	c) Polycentric
b) Geocentric	d) Expat-centric
4. Second step in positive discipline approach is

a) final warning	c) Counseling
b) Discharge	d) written documentation
5. Reduced responsibilities of senior employees on same job is

a) Phased Retirement	c) Honoring Experience
b) Flexible Retirement	d) Modifying selection procedure

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

1. Define Talent Audit.
2. Explain Task Force Assignment.
3. Define Ethnocentric, Polycentric,
4. What do you mean by Repatriation?
5. Define Behavior Modeling

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

1. Which Methodology involves in talent Management?
2. List any three objective of Career Development.
3. What is Management Development Program?
4. Explain the term International staffing.
5. List any three causes of indiscipline

Q.2 Answer the following questions.

- A). What are the procedure for training & development? (07)**
- B). What do you mean by Succession Planning? Explain the steps of succession planning (08)**

Q.3 Answer the following questions.

- A). Explain the phases for Repatriation with diagram. (07)**
- B). What is the Disciplinary Action taken Against Employees? State the Penalties & Punishments (08)**

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

(15)

1. As a Trainer, What Are the Steps You Would Undertake to Make the Long Training Session Not Boring to the Employees Justify the statement.
2. What key skills are required for mentoring? Explain in detail.
3. Difference between IHRM & Domestic HRM
4. Explain the responsibility of HR manager in maintaining discipline at work place.