

Seat No: _____

Enrollment No: _____

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
BBA Summer 2021 – 22 Examination

Semester: 6

Subject Code: 06101385

Subject Name: Advance Human Resource Management – II

Date: 05/04/2022

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.

Multiple choice type questions/Fill in the blanks. (Each of 1 mark) (05)

1. What refers to the learning opportunities designed to help employees grow.
 - a) Training
 - b) Development
 - c) Education
 - d) All of above
2. The poor quality of selection will mean extra cost on _____ and supervision.
 - a) Training
 - b) Work quality
 - c) Recruitment
 - d) None of above
3. Environmental uncertainty affects
 - a) SHRM
 - b) HRP
 - c) HRM
 - d) HRD
4. What is an objective assessment of an individual's performance against well-defined benchmarks.
 - a) Performance Appraisal
 - b) Information for goal identification
 - c) HR Planning
 - d) None of the above
5. The HRP done based on the
 - a) Market condition
 - b) External environment
 - c) Financial condition
 - d) Organizational plan

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

1. Talent Management
2. Mentoring
2. International Performance Management
3. Self-discipline
4. Simulation employee training.

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

1. What is the importance of training in an organization?
2. How does career planning play a major role in making career choices?
3. Why is IHRM important?
4. Who is a disciplined staff?
5. What are the 4 steps in career planning?

Q.2 Answer the following questions.

- A). Explain the steps involve in training and development in Organization (07)
- B). Describe in detail types of mentoring. (08)

Q.3 Answer the following questions.

- A). What are the challenges faced by HR? (07)
- B). Explain in detail causes of indiscipline. (08)

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

- 1 What are the challenges of IHRM?
- 2 What are the key elements of successful mentoring?
- 3 What are the aspects of International Performance Management?
- 4 Describe in detail Types of Indiscipline.