

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
BBA Winter 2022-23 Examination

Semester: 5th
Subject Code: 06101335
Subject Name: Advance Human Resource Management

Date: 11/10/2022
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.**A).Multiple choice type questions/Fill in the blanks. (Each of 1 mark)****(05)**

- 1. The primary source of competitive advantages in SHRM is**

a) People	c) Technology
b) Pattern	d) Process
- 2. In performance management, main feature of performance management is to**

a) increase salary	c) comparing performance with goals
b) planning incentives	d) comparing sales figures from last year
- 3. Considering workforce realignment, change in organization structure which negates hiring procedure of laid off workers is classified as**

a) workforce reduction	c) downsizing
b) upsizing	d) rightsizing
- 4. Data of benefits like employee's insurance and other fringe benefits can be collected through**

a) benchmark surveys	c) salary surveys
b) primary survey	d) secondary survey
- 5. Face book, Twitter, and LinkedIn are used for recruiting which is known as**

a) internal recruiting	c) external recruiting
b) social recruiting	d) media recruiting

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

1. Personnel management
2. SHRM
3. Performance Management
4. Job evaluation
5. Outsourcing HR

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

1. Benefits of strategic HR management (Any 2 points)
2. What is Cafeteria Approach?
3. What do you mean by salary survey?
4. What do you mean by Competency Based Pay?
5. What is Job sharing?

Q.2 Answer the following questions.

Explain the methods of Performance Appraisal:- Computerized ,web Based Performance

A).Appraisal, Electronic Performance Monitoring along with Advantages**(07)****B).What are the most important demographic, societal and workforce trends affecting HRM today?****(08)****Q.3 Answer the following questions.****A).What are the Components and benefits to Strategic HRM?****(07)****B).Explain Roles associated with Management of HR (Classification given by Ulrich)****(08)****Q.4 Attempt any two questions. (Each of 7.5 mark)****(15)**

1. Explain different factors in determining pay rates.
2. Describe the Indian perspective on HRM. How is it different from western view of SHRM.

3. Should organizations view human resources from an investment perspective? Discuss the factors that determine the extent to which an organization is investment oriented in its management of human resources.
4. Explain the statement:- HRM a changing function