

**PARUL UNIVERSITY**  
**FACULTY OF MANAGEMENT STUDIES**  
**BBA Winter 2023-24 Examination**

Semester:05

Subject Code: 06101335

Subject Name: Advance Human Resource Management-I

Date: 18/10/2023

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.****CO PO BTL****A). Multiple choice type questions/Fill in the blanks. (Each of 1 mark)****(05)**

- |   | <b>CO</b> | <b>PO</b> | <b>BTL</b> |
|---|-----------|-----------|------------|
| <b>1.</b> The human resource management functions aim at .....  | <b>1</b>  | <b>1</b>  | <b>1</b>   |
| a)ensuring that the human resources possess adequate capital, tool, equipment and material to perform the job successfully                      |           |           |            |
| b)helping the organization deal with its employees in different stages. of employment   |           |           |            |
| c)improving an organization's creditworthiness among financial institutions   |           |           |            |
| d)none of the above   |           |           |            |
| <b>2.</b> Identify the managerial function out of the following functions of HR .....   | <b>3</b>  | <b>1</b>  | <b>2</b>   |
| a)Procurement   |           |           |            |
| b)Development   |           |           |            |
| c)Organizing  |           |           |            |
| d) Performance appraisal  |           |           |            |
| <b>3.</b> In an organization, research efforts that are made to evaluate current structure of human resource management are classified as ..... | <b>3</b>  | <b>2</b>  | <b>1</b>   |
| a)human resource assessment   |           |           |            |
| b)human staff rating  |           |           |            |
| c)human resource audit  |           |           |            |
| d)human resource research   |           |           |            |
| <b>4.</b> Communications and employs' participation is part of .....  | <b>4</b>  | <b>2</b>  | <b>1</b>   |
| a)company's plan  |           |           |            |
| b)strategic plan  |           |           |            |
| c)vision  |           |           |            |
| d)mission   |           |           |            |
| <b>5.</b> In surveying market, a way to know what others are paying, known as.....  | <b>2</b>  | <b>3</b>  | <b>2</b>   |
| a)salary survey   |           |           |            |
| b)market survey   |           |           |            |
| c)equity survey   |           |           |            |
| d)motivation survey   |           |           |            |

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

- |  |          |          |          |
|--|----------|----------|----------|
| 1.Performance Appraisal                            | <b>2</b> | <b>3</b> | <b>2</b> |
| 2. SHRM  | <b>1</b> | <b>2</b> | <b>2</b> |
| 3. Performance Management                          | <b>2</b> | <b>2</b> | <b>2</b> |
| 4.Job Sharing                                      | <b>4</b> | <b>1</b> | <b>2</b> |
| 5. Benefits of strategic management (Any 2 points) | <b>3</b> | <b>1</b> | <b>2</b> |

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

- |   |          |          |          |
|---|----------|----------|----------|
| 1. Benefits of strategic HR management (Any 2 points) | <b>3</b> | <b>1</b> | <b>2</b> |
| 2. What is Cafeteria Approach?                        | <b>4</b> | <b>3</b> | <b>3</b> |
| 3. List the components of SHRM                        | <b>2</b> | <b>2</b> | <b>1</b> |
| 4. What do you mean by Competency Based Pay?          | <b>2</b> | <b>1</b> | <b>2</b> |
| 5. Compressed Work week                               | <b>3</b> | <b>2</b> | <b>3</b> |

**Q.2 Answer the following questions.****A).** Explain Environmental trends affecting HRM with diagram.**(07)****1 2 4 5****B).** Explain the statement: - "HRM a changing function".**(08)****2 3 3 5**

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

<b>A).</b> Explain the methods of Performance Appraisal: - Alteration Ranking Method and Paired Comparison Method along with Advantages and Disadvantages.	<b>(07)</b>	<b>3</b>	<b>3</b>	<b>45</b>
<b>B).</b> What are the barriers and benefits to Strategic HRM	<b>(08)</b>	<b>4</b>	<b>3</b>	<b>5</b>
<b>Q.4 Attempt any two questions. (Each of 7.5 mark)</b>	<b>(15)</b>			
1. Discuss the factors that determine the extent to which an organization is investment oriented in its management of human resources.		<b>4</b>	<b>3</b>	<b>5</b>
2. Explain different factors in determining pay rates.		<b>3</b>	<b>4</b>	<b>5</b>
3. Explain Roles associated with Management of HR (Classification given by Ulrich ).		<b>2</b>	<b>2</b>	<b>5 6</b>
4. Difference between traditional HRM & SHRM.		<b>1</b>	<b>3</b>	<b>5</b>