

PARUL UNIVERSITY  
FACULTY OF MANAGEMENT  
BBA, Winter 2019 - 20 Examination

Semester: 5  
Subject Code: 06101335  
Subject Name: Advanced Human Resource Management-1

Date: 05/12/2019  
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. SHRM mould the human resource in such a way to attain the
  - a) Profit
  - b) Individual Goal
  - c) Organizational Goal
  - d) Market Share
2. Process of identifying, assessing & developing leadership is called.....
  - a) Employment planning
  - b) Human resource planning
  - c) Succession planning
  - d) All of the above
3. Jobs pay rates on basis of each individual performance is called.....
  - a) Individual equity
  - b) Pay rate equity
  - c) Collective equity
  - d) Procedural equity
4. Perception of human asset as higher risk investment is a barrier to .....
  - a) HRM
  - b) SHRM
  - c) HRP
  - d) Economy
5. HR Policies are developed to bring .....in the organization
  - a) Peace
  - b) Harmony
  - c) Systematic Approach
  - d) Cooperation

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

1. Strategy
2. Cost leadership
3. Job sharing
4. HR outsourcing
5. Electronic Performance Monitor

**C). Answer the following question (05)**

1. What is flexible benefit?
2. Traditional organization v/s SHRM
3. Define Cafeteria approach
4. What is HR strategy?
5. Write any two Advantage of performance Appraisal.

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

- A). How the business trends affect the environment? Elaborate the statement in detail. (07)
- B). Define SHRM? Discuss components of SHRM. (08)

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

- A). What is performance Appraisal? Explain various methods of Performance Appraisal (07)
- B). Describe Process of establishing Pay rates with Diagram. (08)

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

**(15)**

1. State that human resource is considered as risk or investment? Explain the factor affecting investment.
2. What are the competencies required to HR department to become a strategic partner?
3. Write a short note on changing role of HR given by Ulrich Model.
4. What are the Advantage and Disadvantage of competency based pay?