

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
BBA, Winter 2018-19 Examination

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

Date: 30/10/2018
Time: 2:00 pm to 4:30 pm
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. Which one of the following is not a part of the cultural environment of organization?

a) Political Factors	c) Organizational Culture
b) Legal Factors	d) Social Factors
2. In SHRM, human resource strategies are generally aligned with _____.

a) Business Strategy	c) Finance Strategy
b) Marketing Strategy	d) Economic Strategy
3. SHRM aims to achieve competitive advantage in the market through _____.

a) Price	c) Process
b) Product	d) People
4. Which of the following is not a Selection technique?

a) Interviews	c) Psychometric Testing
b) Performance Appraisal	d) Ability Tests
5. HRM function does not involve _____.

a) Recruitment	c) Cost Control
b) Selection	d) Training

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

1. Compressed Work Week
2. Job Sharing
3. Cafeteria Approach
4. Work Sharing
5. Job Evaluation

C) TRUE or False. (Each of 1 mark) (05)

1. HRM helps improve Productivity.
2. The legal environment has little impact on HR decision making.
3. The development of HRM procedures usually does not require input from line managers.
4. Most organizations engaged in HR planning do not rely on computer technology.
5. In trend analysis, the future demand for HR is projected on the basis of past business trends regarding a business factor.

Q.2 Answer the following questions.

A) Explain benefits of SHRM & bring out the barriers to it. (07)

B) What are the environmental trends affecting HRM? (08)

Q.3 Answer the following questions.

A) What are the competencies required by HR department to become a strategic partner? (07)

B) Differentiate between Traditional HRM, SHRM & HR strategies. (08)

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

1. What is Performance Management? Explain any two methods of Performance Appraisal.

2. What are the roles associated with management of HR? Explain classification given by Ulrich.
3. Explain process of establishing pay rates in brief.
4. What are the basic factors in determining pay rates?