

Seat No: _____

Enrollment No: _____

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
BBA, Winter 2017 - 18 Examination

Semester: 5

Subject Code: 06101335

Subject Name: Elective-3 - Advance Human Resource Management-1

Date: 09/01/2018

Time: 2:00pm to 4:30pm

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. _____ 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
2. Which of these is the main purpose of employee assessment?
 - a) Making correct decisions
 - b) Establish job expectations
 - c) To effect promotions based on competence and performance
 - d) None of the above
3. What do successful analyzers tend to examine?
 - a) Division and corporate performance evaluation
 - b) Ideal appraisal process
 - c) Current performance with past performance
 - d) None of the above
4. Management function arises as a result of:
 - a) Consumer preferences
 - b) Expansion of industry
 - c) Abundance of capital
 - d) Shortage of labour
5. What is the main reason employers give why employees are not fully proficient?
 - a) Lack of experience
 - b) Lack of numeracy skills
 - c) Over qualified
 - d) Lack of literacy skills

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

(05)

1. Cafeteria Approach
2. Performance Appraisal
3. Strategic Human Resource Management
4. Job sharing
5. Smart goals

C) Direct questions. (Each of 1 mark)

(05)

1. Work sharing
2. Benefits of strategic management (Any 2 points)
3. Change Agent
4. List the Components of SHRM
5. Compressed work week

Q.2 Answer the following questions.

A) What are the different Competencies required of HR department to become a strategic partner. (07)

B) Explain Environmental trends affecting HRM with diagram. (08)

Q.3 Answer the following questions.

A) Explain the methods of Performance Appraisal: - Alteration Ranking Method and Paired Comparison Method along with Advantages and Disadvantages. **(07)**

B) Explain the Process of establishing pay rates. **(08)**

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

1. Explain the statement :- HRM a changing function.
2. Difference between traditional HRM & SHRM.
3. Write a shortnote on:-Investments & Risk involved in Human Assets.
4. What are the barriers and benefits to Strategic HRM.