

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
BBA Summer 2018 – 19 Examination

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

Date: 17/05/2019
Time: 02:00 pm to 04:30 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. Strategic Human Resource Management (SHRM) links human resources with other functional areas of the organization. But for a variety of reasons, many organizations are not adopting SHRM. Which of the following is not a barrier to SHRM?
 - a) Lack of technical knowledge
 - b) Lack of strategic perspective
 - c) Focus on long-term performance
 - d) Resistance of employees.
2. Considering workforce realignment, change in organization structure which negates hiring procedure of laid off workers is classified as
 - a) workforce reduction
 - b) upsizing
 - c) downsizing
 - d) rightsizing
3. Aligning and evaluating employee's performance with company's set goals is called
 - a) appraisal management
 - b) performance management
 - c) hierarchy of management
 - d) off-the-job training
4. Competency based pay plan is more
 - a) person oriented
 - b) job oriented
 - c) tenure oriented
 - d) evaluation oriented
5. Which of the following is NOT true of appraisal feedback?
 - a) Employees need to have a clear understanding of how they stand in the eyes of the organization
 - b) Managers often resist the appraisal process.
 - c) The sole purpose of the appraisal interview is to tell the employee, "Here is how you rate and why."
 - d) Employees may see the appraisal process as a threat.

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

1. Cafeteria Approach
2. Performance Appraisal
3. Strategic Human Resource Management
4. Outsourcing HR
5. Electronic Performance Monitoring

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

1. What is Internal Equity Pay?
2. Benefits of strategic management (Any 2 points)
3. Change Agent
4. Advantages of Flexible benefits Programme (Any 2 points)
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 the factors determining the investment orientation of an organisations (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 Basic factors in determining pay rates (08)

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

1. Explain the Process of establishing pay rates.
2. Explain the Roles associated with Management of HR (Classification given by Ulrich).
3. Define the term SHRM and Explain components of SHRM.
4. Explain Environmental trends affecting HRM with diagram.