

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
BBA Summer 2017 - 18 Examination

Semester: 6
Subject Code: 06101385
Subject Name: Advance Human Resource Management-II

Date: 28/05/2018
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.**05****A). Multiple choice type questions/Fill in the blanks. (Each of 1 mark)**

1. How does training and development offer competitive advantage to an organization

a) Removing performance	c) Deficiency is caused by a lack of ability
b) Individuals have the aptitude and motivation to learn	d) None of the above

2. Which of the following is an example of mentoring behavior?

a) Coaching	c) Giving encouragement
b) Counseling	d) All of these are examples of mentoring

3. Rearrange the steps in training Programme.

A. What should be the level of training	
B. What principles of learning	
C. Who are the trainees?	
D. What methods and techniques?	
E. Where to conduct the Programme?	
F. Who are the trainers?	
a) ABCDEF	c) CADFBE
b) DECAFB	d) CFDABE

4. Which of the following is an objective of employee discipline?

a) goal accomplishment	c) changing employee behavior
b) promoting industrial relations	d) All of the above

5. One of the main advantages of an ethnocentric staffing policy in international markets is:

a) it is cheaper.	c) it facilitates the transfer of core competencies to and among the firm's foreign subsidiaries.
b) it results in very technically competent	d) none of the above

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

1. Career Planning
2. Expatriate
3. Training and Development
4. Mentoring
5. Discipline

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

- 1. What do mean by Talent Management?
- 2. What do mean by International Human Resource Management?
- 3. What do mean by Repatriation?
- 4. List out two Objectives of Discipline
- 5. What do you mean by Geocentric Staffing

Q.2 Answer the following questions.

- A). Write a short note on: Methods of Training and Development (07)
 What is understood by the term “career”? Why should an employee plan for it? Why
- B). should organization become involve in career planning with their employee? Discuss the steps in career planning. (08)

Q.3 Answer the following questions.

- A). Explain Different Techniques of Mentoring (07)
- B). Explain Approaches of International Staffing (08)

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

- 1 Explain Process of Talent Management
 What do you mean by “Discipline”? In what ways the positive approach to managing discipline more effective than the legal approach. Explain Role of HR manager in Maintaining Discipline in the workplace.
- 2
- 3 Explain different components of Pre-departure Training for International Assignment.

4 CASE STUDY:

A Protect & Gamble survey shows that wearing the right make-up can help women move up the career faster. Another survey by Aziz Corporation in Britain of 100 company bosses showed that one in four employers were more likely to give a job to a woman who wore make-up than one who did not. A third of those surveyed felt that a woman without make-up looked like she couldn’t be bothered to make an effort. Again, Aziz Corporation, which is a communication and leadership consultancy, is in the business of image management and its consultants seem to be in the job of dishing out advice such as the etiquette of wearing heels to businesswomen to make an impact in boardrooms. Kaya Skincare, along with Nielsen had some time ago done a survey of the Indian men in the 18-50 age group, which showed that they were quite aware of the importance of personal grooming for workplace success. Eight out of 10 men surveyed said that being well-groomed had a positive effect on their careers

Questions.

- (i) Do you think it is weird yardstick on career progress for women, sometimes for men do?
- (ii) Don’t you think that it is a discrimination to give more wages and faster promotion to attractive workers (both sex)?