

NG-103

Seat No. : 00955

November-2023

B.B.A., Sem.-V

CC-307 : Advanced Human Resource Management – I

Time : 2½ Hours]

[Max. Marks : 70

Instruction : All questions are compulsory.

1. (A) Explain factors determining investment orientation of an organization. 7
1. (B) Narrate link between HR strategy and business strategy. 7

OR

1. (A) Differentiate SHRM and HR strategies. 7
1. (B) Differentiate between traditional HRM and SHRM. 7

2. (A) Explain essential elements of SHRM. 7
2. (B) Explain benefits of SHRM. 7

OR

2. (A) Explain environmental trends affecting HRM. 7
2. (B) Explain roles associated with HR Management. 7

3. (A) Differentiate between performance management and performance appraisal. 7
3. (B) Narrate reasons for adoption of Performance Management. 7

OR

3. (A) Narrate supervisor's role in appraising performance. 7
3. (B) Explain as to how appraisal problems can be avoided. 7

4. (A) Narrate process of establishing pay rates. 7
4. (B) Narrate factors determining pay rates. 7

OR

4. (A) Narrate advantages and disadvantages of competency based pay. 7
4. (B) Narrate flexible benefits programme. 7

P.T.O.

5. Do as directed (any 7)

- (1) Human assets are considered as _____ risk investments. (capital, high, low)
- (2) _____ is a component of SHRM. (purposeful, human resources, both)
- (3) Human capital refers to _____ employee skill and knowledge. (collective, physiological, mental)
- (4) People created _____ capital and are most valuable assets referring to knowledge and skills. (intellectual, common, costly)
- (5) Demographic changes at workforce can be seen from _____ employee participation. (women, affluent, stylish)
- (6) Role of HR as change agent is to accept and _____ change, (demoralize, destruct, institutionalize)
- (7) Internal equity refers to how fair the job's pay rate is, when compared _____. (within same company, between local companies, between local and overseas company)
- (8) Details and information about specific salary and wage rate for particular job are part of _____. (salary survey, employee survey, equity survey)
- (9) Job worth in comparison to other job is known as _____. (job evaluation, job analysis, job description)
- (10) The grouping of dissimilar jobs such as secretaries, mechanics and firefighters is called _____. (grades, classes, ranks)
- (11) Education level of executive is classified as _____. (human capital, working capital, compensation capital)
- (12) Review of employee performance with set standards are known as _____ reviews. (focal, vocal, local)