

AL-108

April-2022

B.B.A., Sem.-VI

CC-314 : Advanced Human Resource Management – II

Time : 2 Hours]

[Max. Marks : 50

- Instructions :**
- (1) All questions in **Section – I** carry equal marks.
 - (2) Attempt any **two** questions in **Section – I**.
 - (3) Question **5** in **Section II** is *Compulsory*.

SECTION – I

1. (A) Explain the principles/guidelines of a disciplinary action.
(B) Discuss types of discipline and causes of indiscipline.
2. (A) Discuss the training as a strategic organizational activity.
(B) Explain the process of Training and Development in detail.
3. (A) Discuss various career development interventions available to managers at various career stages.
(B) Compare formal and informal mentoring relationships.
4. (A) What are the challenges faced by HR in the Knowledge Economy ?
(B) Explain in detail, the parameters an HR manager need to consider for Performance Management for International Assignment.

SECTION – II

5. MCQ (Attempt any **10**)
 - (1) In order to be successful in overseas assignments, individuals do not need to have cultural adaptability or any language skills. (True/False)
 - (2) When a new employee joins an organization, he lacks familiarity with the organisation, hence they are given _____.
 - (a) Orientation
 - (b) Leadership training
 - (c) Diversity training.

- (3) _____ management connects with business strategy to ensure that the people with right qualities are in the right position with the organisation at the right time to deliver the business success that the organisation is aiming for.
- (a) Talent
 - (b) Coaching
 - (c) Mentoring
- (4) Third countries national are those employees of an organisation who are the citizens of the country in which the foreign subsidiary is located. (True/False)
- (5) _____ has operating units in foreign countries which often operate as autonomous units,
- (a) International corporations
 - (b) National corporations
 - (c) MNCs.
- (6) _____ approach gives very little autonomy to the foreign subsidiary, all strategic decisions are taken at the headquarters.
- (a) Ethnocentric
 - (b) Polycentric
 - (c) Geocentric
- (7) More women, older workers, minorities, regional groups are opting for joining the workforce. This accounts for workforce _____.
- (a) Advertising
 - (b) Diversity
 - (c) Trend
- (8) Due to increasing competition, employees are required to take cross-functional training. (True/False)
- (9) _____ refers to the planned movement of an individual through a carefully developed sequence of job assignments to develop his/her skills, knowledge and competencies,
- (a) Job preview
 - (b) Job pathing
 - (c) Performance feedback

- (10) _____ mentoring relationships develop with organizational intervention,
- (a) Formal
 - (b) Informal
 - (c) Reformal
- (11) _____ mentoring relationships are those in which mentors and proteges belong to opposite genders.
- (a) Workforce
 - (b) Cross-gender
 - (c) E-mentoring
- (12) In _____ discipline, employees are forced to obey orders and abide by rules and regulations.
- (a) Positive
 - (b) Negative
 - (c) Neutral
- (13) Disciplinary actions should be corrective rather than punitive. (True/False)
- (14) _____ strategy is associated with production and process efficiency,
- (a) Defender
 - (b) Prospector
 - (c) Business
- (15) _____ analysis is an examination of the environment, strategies, organisational goals, resources of the organisation.
- (a) Job
 - (b) Person
 - (c) Organisational
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