

Seat No. : \_\_\_\_\_

# DA-101

December-2021

B.B.A., Sem.-V

## CC-307 : Advanced Human Resource Management - I

Time : 2 Hours]

[Max. Marks : 50

- Instructions : (1) All the questions in Section - I carry equal marks.  
(2) Attempt any two questions in Section - I.  
(2) Question - 5 in Section - II is compulsory.

### Section - I

1. (A) What is Human Asset ? Explain risks involved in investing human asset from organization's perspective. 10  
(B) Define Strategic HRM. Discuss various components of Strategic HRM. 10
2. (A) Discuss any two Environmental Trends affecting HRM. 10  
(B) Explain in detail various competencies required by HR manager to become strategic partner. 10
3. (A) What is Performance Appraisal ? Explain following methods of Performance Appraisal. 10  
(a) Electronic Performance Monitoring  
(b) Paired Comparison Method  
(B) What is Performance Management System? Discuss the reasons why Performance Management System is required in any organization. 10
4. (A) What is Flexible Benefit ? As an HR manager of BPO organization, design Flexible Benefit Program. 10  
(B) Discuss basic factors that HR managers need to consider while determining pay rates. 10

Section - II

5. Attempt ANY TEN questions from the below :

10

- (1) SHRM believes in \_\_\_\_\_ control.  
(A) Organic (B) Bureaucratic  
(C) Strategic (D) Systematic
- (2) Voluntary Retirement Scheme (VRS) is a part of \_\_\_\_\_ activity.  
(A) Diversification (B) Devolution  
(C) Downsizing (D) Differentiation
- (3) In most organisations, who is primarily responsible for appraising an employee's performance ?  
(A) Employee's direct supervisor  
(B) Company appraiser  
(C) Human resources manager  
(D) Employee's subordinates
- (4) \_\_\_\_\_ is hiring someone outside the company to perform tasks that could be done internally.  
(A) Insourcing (B) Outsourcing  
(C) Outbouding (D) All of the above
- (5) Which of the following is a competency required for HR manager to become a Business partner ?  
(A) Decision-making (B) Honesty  
(C) Integrity (D) Flexibility
- (6) The people born between 1965 - 1979 are known as \_\_\_\_\_.  
(A) Gen X (B) Baby Boomers  
(C) Gen Y (D) Gen Z
- (7) All forms of pay going to employees and arising from their employment is referred to as \_\_\_\_\_.  
(A) Job Evaluation (B) Employee Compensation  
(C) Commissions (D) Bonus
- (8) Shifting some of the HR responsibilities and activities to a line manager is known as \_\_\_\_\_.  
(A) Downsizing (B) Involvement  
(C) Devolution (D) Transfer

- (9) \_\_\_\_\_ of motivation states that if a person perceives an inequity, the person will be motivated to reduce or eliminate the tension and perceived inequity.
- (A) Compensation (B) Two factor  
(C) Equity theory (D) Need hierarchy
- (10) Ranking of an employee from best to worst on a trait or traits alternative referred to as \_\_\_\_\_ method of appraisal.
- (A) Paired comparison (B) Management by Objectives  
(C) 360° Degree (D) Alternation Ranking
- (11) \_\_\_\_\_ refers to the ease with which employees with a particular skill set move from one employer to another with little loss in pay.
- (A) Skill Mobility (B) Knowledge Transfer  
(C) Employee mobility (D) All of the above
- (12) Determining the worth of job in comparison to other jobs in organization is called as \_\_\_\_\_.
- (A) Job Analysis (B) Job Evaluation  
(C) Job Description (D) Job Specification
- (13) If a firm distinguish its products from its competitors, it is known as \_\_\_\_\_ business strategy.
- (A) Differentiation (B) Focus  
(C) Niche (D) Prospector
- (14) \_\_\_\_\_ approach allows two or more people to share a single a full-time job.
- (A) Work sharing (B) Cafeteria  
(C) Job sharing (D) Equity
- (15) Traditionally, human resources have been viewed as a/an \_\_\_\_\_ to the organization.
- (A) Asset (B) Investment  
(C) Cost (D) None of the above
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