

B.B.A. Sem-6 Examination**CC - 314****Adv. Human Resource Management****Time : 2-00 Hours]****August 2021****[Max. Marks : 50**

- Instructions:** (1) All Questions in **Section I** carry equal marks
 (2) Attempt any **TWO** Questions in **section I**
 (3) Question V in **section II** is **COMPLUSORY**

Section I

- Q.I A Define employee discipline. Explain various objectives of employee discipline. 10
 B Explain types of discipline with suitable example. 10
- Q.II A What is training and development? Discuss its significance in organization 10
 B What is Talent Management? Explain the benefits of talent management. 10
- Q.III A Discuss special issue in mentoring with respect to women and diversified workforce 10
 B What do you mean by different roles of mentors to protégé? Explain 10
- Q.IV A What is IHRM? Explain the types of training for International Organization 10
 B What is innovation management? Explain its process in detail. 10

Section II

- Q. V Multiple Choice Questions:(Any 10 out of 15) 10
- Which of the following is/are statutory provisions concerning Discipline
 - Industrial Employment Act, 1946
 - Industrial Dispute Act, 1947
 - The payment of wages Act, 1936
 - All of the Above
 - Positive Discipline is also called as _____.
 - Self-Imposed discipline
 - Misconduct
 - Performance discipline
 - None of the Above
 - _____ Approach impose penalty and punishment if the rules and regulation framed by the organization are not obeyed or ignored by the members.
 - Negative approach
 - Punitive approach
 - Self-control approach
 - None of the Above
 - The feature of employee discipline is punitive approach. (True/False)

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5. Which of the following is/are HRM Approaches towards training and development in organization?
 - (a) Human Capital Approach
 - (b) Contingent Approach
 - (c) Strategic Approach
 - (d) All of the Above Approaches

6. Right person in a right job is objective of _____ Management.
 - (a) Skill
 - (b) Talent
 - (c) Knowledge
 - (d) Import and Export

7. Which of the following is/are the method of training and development?
 - (a) Lectures
 - (b) Conferences
 - (c) Case Study
 - (d) All of the Above

8. _____ involves moving employees or management trainees to various positions from department to department to broaden their understanding of different aspects of business.
 - (a) Job Rotation
 - (b) Behaviour Modelling
 - (c) Role Play
 - (d) In-basket Training

9. One to one mentoring is traditional concept of Mentoring. (True/False)

10. _____ system is one in which peers often provide mentoring to each other.
 - (a) Buddy
 - (b) Contemporary
 - (c) Team
 - (d) Group

11. _____ mentoring is based on structured relationship.
 - (a) Formal
 - (b) Informal
 - (c) Both A and B
 - (d) None of the Above

12. _____ are the citizen of the country in which the headquarters of the MNC is located. (PCN/TCN)

13. Repatriation is the process of bringing an expatriate home after he/she has completed the international assignment. (True/False)

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14. Outdoor oriented programmers can be also known as _____.
- (a) Leadership Training
 - (b) Internal Training
 - (c) Survival Training
 - (d) None of the Above
15. Language training involves learning the language of the foreign country.
(True/False)
- _____

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