

Seat No. : _____

AF-104

April-2023

B.B.A., Sem.-VI

CC-314 : Advanced Human Resource Management

Time : 2½ Hours]

[Max. Marks : 70

Instruction : Attempt ALL questions.

1. (A) Explain what is discipline. Discuss the procedure for disciplinary actions. 7
(B) Discuss the characteristics, objectives, and types of discipline. 7
OR
(A) Discuss the kinds of punishment and penalties. 7
(B) Discuss the guidelines of disciplinary action and principles of effective discipline. 7
2. (A) Discuss the significance of training as a strategic organisational activity. 7
(B) Discuss special forms of training and development. 7
OR
(A) Explain Talent Management, benefits, and process of talent management. 7
(B) Discuss the process of training and development in detail. 7
3. (A) Explain career development interventions for each career stage. 7
(B) Discuss special mentoring challenges faced by today's organisation. 7
OR
(A) Discuss career planning methods used by organizations and the objectives of each method. 7
(B) Discuss Formal and informal mentoring relationships. 7
4. (A) Discuss the meaning of innovation and discuss the core elements of innovation systems. 7
(B) Discuss the compensation issues in International Assignment. 7
OR
(A) Discuss International HRM, types, and differences between IHRM and Domestic HRM. 7
(B) Discuss pre-departure training for International Assignments. 7

5. Multiple choice questions : (Any 7)

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- (1) In his role of a _____, a mentor presents proteges with a hypothetical situations and asks them for solutions. (coach, teacher, sponsor)
- (2) _____ approach gives very little autonomy to the foreign subsidiary all strategic decisions are taken at the headquarters. (Ethnocentric, Polycentric, Geocentric)
- (3) Due to increasing competition, employees are required to take cross-functional training. (True/False)
- (4) In order to be successful in overseas assignments, individuals do not need to have cultural adaptability or any language skills. (True/False)
- (5) Self-imposed discipline is known as a negative discipline while enforced discipline is known as positive discipline. (True/False)
- (6) _____ is the process of bringing an expatriate home after his/her international assignment is over. (Expatriation / Repatriation)
- (7) _____ management of diversity refers to managing the interface between people of two countries. (Cross-national, Transnational, International)
- (8) _____ is to determine which employees need training and which do not. (Job analysis, Person analysis, Organisational analysis)
- (9) _____ addresses a narrow range of HRM activities. (IHRM, Domestic HRM, SHRM)
- (10) Career management involves the establishment of individual career objectives based on an assessment of career goals, aspirations, performance, and potential. (True/False)
- (11) The right person in the right job is the objective of _____ Management. (Skill, Knowledge, Talent)
- (12) Innovation is the key driver of competitive advantage, growth, and profitability. (True/False)
