

P P SAVANI UNIVERSITY

Third Semester of MBA Examination

-November 2022

SLMB 8170HR Metrics

10.11.2022, Thursday Time: 12:00 Noon To 2:30 p.m. Maximum Marks: 60

Instructions:

1. The question paper comprises of two sections.
2. Section I and II must be attempted in separate answer sheets.
3. Make suitable assumptions and draw neat figures wherever required.
4. Use of scientific calculator is allowed.

SECTION - I

- Q - 1 Short Question(Any Five) [05]
- (i) What is Halo Effect?
- (ii) HR Manager has to work as Change Agent. True or False?
- (iii) Define Reliability? Add examples
- (iv) Comment in one- or two-lines validity using suitable examples used in HRM?
- (v) Define Human Matrix.
- (vi) Define Job Analysis
- (vii) Write components of Performance Appraisal. [05]
- Q - 2 (a) Write short note on Sources of Performance Appraisals? [05]
- Q - 2 (b) Illustrate team or organization incentive. [05]

OR

- Q - 2 (a) Traditional HR Vs Modern HR [05]
- Q - 2 (b) Job Analysis can be very useful in Organization, Why? Steps to conduct Job Analysis. [05]
- Q - 3 (a) Write "Evolution of the Human Resource Function". [05]
- Q - 3 (b) Write HR Management practices as a Staff Vs Line Function. [05]

OR

- Q - 3 (a) What is Strategy? List the components of strategy used in SHRM. [05]
- Q - 3 (b) Mention Levels of Strategy-Making in a Diversified Company. Draw a suitable diagram. [05]
- Q - 4 Attempt anyone. [05]
- (i) What do you mean by 'Competitive Strategy'. Explain this concept using examples from real life.
- (ii) What is the aim of SHRM in long term perspectives used in Business or Management?

SECTION - II

- Q - 1 Short Questions (Any Five) [05]
- (i) Retaining Talented Employee is easiest task for HR Manager. True or False?
- (ii) Write different approaches of HR Analytics.
- (iii) Comment on 'Business-level/competitive strategy'.
- (iv) List the benefits of SHRM.
- (v) Full form of BARS

- (vi) Full form of SWOT
- (vii) Comment on Strategic components of HRM relevant to internal fit.
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- Q - 2 (a) Explain in detail the "Effective HR Strategy Formulation and Implementation" using suitable examples. [05]
- Q - 2 (b) Write the guidelines to Problem Solving and Decision Making (Rational Approach). Add examples if any. [05]
- OR
- Q - 2 (a) Draw the layout - flowchart diagram which is being used in the framework: "Is HR in your organization sought after". [05]
- Q - 2 (b) Can you differentiate between "Traditional Approach" and "Results Based Approach". Which one you choose and why? Add appropriate examples from the real life. [05]
- Q - 3 (a) HR Manager has to work ethically to maintain Harmonious Relation in the organization. Discuss briefly. [05]
- Q - 3 (b) What is the difference between Performance Appraisal and Performance Management? [05]
- OR
- Q - 3 (a) Write "Recruitment Methods: How to Reach Targeted Employees" with examples. Make a Model of the Employee Recruitment Process. [05]
- Q - 3 (b) Write short notes on "Important Recruitment Metrics". [05]
- Q - 4 Attempt anyone.
- (i) Any two methods of Training
- (ii) How an Entrepreneur of IT company, Managing 50 Employees can Manage all HR functions Smoothly? [05]
