



JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA
POST GRADUATE DIPLOMA IN MANAGEMENT
THIRD TRIMESTER (Batch 2020-22)
END-TERM EXAMINATIONS, MAY 2021
REAPPEAR

Course Name	Advanced Human Resource Management	Course Code	HR303
Max. Time	2 hours	Max. Marks	40

INSTRUCTIONS:

- A. Please write to the point. Extra words will not get extra marks!*
- B. The institute expects the students to adhere to the utmost academic integrity. Plagiarism clause will apply beyond 15% as under:*

> 15%	minus 2
> 20%	minus 4
> 25%	minus 6
> 30%	minus 8
> 35%	'F' grade

Q 1. It is believed that, something measured well can be managed well. What are different measures of Human resource evaluation? Describe the Balance score card approach for measuring a firm's performance. **(10 Marks)**

Q. 2 Career Management is best viewed as a partnership between the individual and the organization and is therefore a shared responsibility. In the same context explain the individual and organizational perspectives on career management. **(10 Marks)**

Q. 3 Managing Global workforce from distant locations have its own challenges. Expatriation process requires lot of efforts in the direction of preparing the employees for future international assignment. Similarly repatriation is equally challenging. Considering the same, write in your words about different concerns and anxieties of managers working on international assignment? Also illustrate the possible initiatives that can be taken by the management to address the concerns and to facilitate the repatriation of employees posted abroad. **(10 Marks)**

Q. 4. Read the following case-let and answer the questions followed: **(10 Marks)**

Different organizations put a lot of emphasis on the work life balance of its employees for better well-being. In last 1.5 years, the COVID -19 pandemic has forced the organizations to implement work from home for its employees. An organization DailyJoy established by Satish Sharma picked up his business quite well during pandemic. Mr. Sharma's keen interest to contribute towards the convenience of the population of his hometown Lucknow, brought him back to tier 2 city. This app based organization delivers fresh milk, and daily essentials such as grocery items, fruits and vegetables to its customers. During second wave of COVID- 19 pandemic the residents understood the significance of staying at home, and started preferring app based delivery for essential items. Though things were going well, however its staff has started making excuses towards their duties, absenteeism increased and due to work load the staff members started felling exhausted.

1. Considering the above situation, discuss the merit of the concepts of work life integration.
2. Examine the given situation and suggest different ways, a supply chain organization can take care of well-being of its employees?