



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

Course Name	Advanced Human Resource Management HR303	Course Code	HR 303
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. Generally, the strategic Human resource management is all about a fit between business strategy and HR strategy as it is connected to future course of action. In the same context describe the best fit approach based on the life cycle stages of any organization along with possible suggested HR practices.
(10 Marks)

Q. 2. For managing gig economy professionals, the Human resource professionals need to be well updated with the current trends in the market. The work arrangement has changed a lot these days and more of alternative work arrangements have emerged. Considering the same, write in your words about any two alternate work arrangement practices along with the possible benefits of the same to the employees and organizations.
(10 Marks)

Q. 3. Shivani Kapoor is the HR manager of Indian subsidiary of large MNC headquartered at U.S. The organization has recently set up a subsidiary in China. Ms. Kapoor has been assigned with the responsibility of selecting the director of sales and marketing for Chinese subsidiary. Explain the criteria she must use to hire? Along with it, also discuss which staffing source (i.e. Parent country

National, Host Country Nationals, or Third Country National) she must prefer to fill the position and why? **(10 Marks)**

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

Satish Shinde is human resource manager of a large software firm with global presence. The employee turnover rate of the firm has hovered between 12%-15% in last 4 years compared to industry average of 20%. A number of senior and experienced employees of the firm are nearing retirement. Competition for quality software professionals is expected to increase as more firms from developed nations are setting up their operations off-shore in developing economies. Mr. Shinde foresees the shortage of software professionals of entry level and middle levels in the market in coming future. He does not want to take a chance. Mr. Shinde is well aware about the significance of organizational career Management.

1. Classify different categories of organizational career management along with organizational characteristics.
2. Illustrate the possible solution to Mr. Shinde to deal with the current challenge.