

JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA

PGDM / PGDM (M) / PGDM (SM)

THIRD TRIMESTER (Batch 2021-23)

ENDTERM EXAMINATION, April 2022

Course Name	Advance Human Resource Management	Course Code	HR 20321
Max. Time	2 hours	Max. Marks	40 MM

INSTRUCTIONS:

- a. Please be precise in your answers.
- b. Answering all questions are mandatory.

Q.1. We will hire someone with less experience, less education and less expertise, than someone who has more of those things and has a rotten attitude. Because, we can train people. We can teach people how to lead. We can teach people How to provide customer support. But we can't change their DNA. No company can survive long, much less be great, without great people and strong culture. Analyze the argument in line with high performance culture South West Airlines developed with use of Human Resource Management. 10 marks

Q.2. Jet Airways acquired Sahara Airlines in 2007 and created Jet Lite as low cost airlines, after acquisitions there were disparity at compensation, promotions, and other HR related issues that led to failure of integrations of Human Resources. The fear of Sahara Airlines employee that they may not get leadership position, the Crew was not getting opportunity to go on abroad flight altogether led to Unsuccessful HR Integrations. Jet Lite which was a low cost airlines created by acquisition of Sahara Airlines by Jet Airlines. Explain how unsuccessful HR Integration led to a major conflict and disruptions in Jet Lite resulting in not achieving synergy. The Acquisitions finally failed. 10 marks

Q.3. HR processes were being restructured at PVL Ltd. The company hired a professional to understand whether salaries are paid on a fix date or not, also the objective was to understand whether the leaves, deductions and other benefits are being availed by employees comfortably or not. The professional consultant wanted to do HR Audit for and with an appropriate approach. Define HR Audit and what are the different approaches of HR Audit. 10 marks

Q.4. Employee development programs are no longer a "perk," they're an expectation. According to Deloitte, the No.1 reason people quit their jobs is because of an "inability to learn and grow," according to its "2019 Deloitte Global Human Capital Trends" report. Employees feel valued and are more productive when they feel their employers invest in their professional development. Integration of Technology with HR is imperative today for sustainable performance. Companies need to adopt technology with investing in Employee Development to get best out of it. Justify with example. 10 marks