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**JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA**

**PGDM / PGDM (M) / PGDM (SM)**

**THIRD TRIMESTER (Batch 2023-25)**

**END-TERM EXAMINATION, APRIL 2024**

**RE-APPEAR**

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| Course Name | **Advanced Human Resource Management** | Course Code | **20321** |
| Max. Time | **2 hours** | Max. Marks | **40 MM** |

**INSTRUCTIONS:**

1. All questions are mandatory.
2. Answers should be rich in content and precise with relevant examples.

1**.** For managing gig economy professionals, the Human resource specialists need to be well- updated with the current trends in the market. The work arrangement has changed a lot these days and more alternative work arrangements have emerged. Considering the same, Elaborate two alternate work arrangement practices along with the possible benefits of the same to the employees and organizations.

 **(1x10 marks)**

**2.** Culture fit has always been a concern in mergers and acquisitions. Research has established that most of the mergers and acquisitions fail because of culture misfits and HR issues. Organizations should develop cultural tolerance to achieve synergy. HR takes various steps to integrate culture and HR.

Discuss the importance of Culture fit in mergers and acquisitions along with what steps are taken for HR integrations after mergers and acquisitions with relevant examples. (**1x10 marks)**

**3**. Most businesses today are adopting technology; In this process, HR as one of the key functions is also transforming and adopting technology in its various processes. E-commerce companies are the best example today for the integration of HR with Technology.

Propose a plan for integration of HR with Technology for an E-commerce company in India.

 **(1X10 marks)**

**4.** There is swift change in technology in industry. Human Resources too need to keep pace with this change in terms of skill. Companies like Xerox failed and lost its businesses because they could not keep abreast with changes in technology and skill.

Define how technology is affecting HR functions in a big way in the above context. Establish your answer with three examples of companies where Technology has changed their business model completely. **(1x10 marks)**