

JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA**PGDM / PGDM (M) / PGDM (SM)****THIRD TRIMESTER (Batch 2024-26)****END-TERM EXAMINATION, APRIL 2025****RE-APPEAR**

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

INSTRUCTIONS:

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

1. Google has announced to phase out diversity initiatives. The company is of the view that they have achieved enough diversity and equity. Now they need to manage it successfully. What is important for the company now is to leverage the benefits of diversity and equity. Elaborate on diversity, equity, and inclusion in the above context, along with the possible benefits of the same to the 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. Technology is becoming a precursor to businesses today. Companies across the world have started upskilling their human resources with competitive technological skills. Coca Cola Enterprises is one such example that has proved how the use of technology can help in managing human resources successfully.

Propose a plan for the use of technology in managing human resources for a company operating in India.

(1X10 marks)

4. Post Covid , employee engagement is becoming challenge for most of the companies. There has been issues with mental well being while work from home or hybrid work culture. The employee engagement needs more focussed approach because involving an employee working at distance place is not an easy task. In fact, Post Covid employees are looking for more flexibility, and that is impacting the retention also.

Define how employee engagement can be useful in the above context. Support your answer with examples of companies which are known for vibrant employee engagement.

(1x10 marks)