

JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA
PGDM / PGDM (M) / PGDM (SM)
THIRD TRIMESTER (Batch 2018-20)
END TERM EXAMINATIONS, MARCH 2019

Set-I

Course Name	Advance Human Resource Management (AHRM)	Course Code	HR302
Max. Time	2 hours	Max. Marks	40 MM

INSTRUCTIONS:

Please attempt all the four questions. Questions 1, 2 and 3 carry ten marks. Q.4 will be having two parts i.e., A and B, both carry 5 marks each.

Q.1 Explain the model developed by Dave Ulrich indicating HR as an integral function influencing strategy in an organization. Indicate key issues brought out by Dave Ulrich showing how HR would be successful in an organization.

Q.2 Please elaborate the change in investment prospective of HR. Indicate factors determining the Investment orientation of an organization

Q.3 Explain the concept of mergers and acquisitions. Elaborate on the role played by HR before during and after the deal is completed.

Q.4 MX and Company.

MX and Co. makes difference in the lives of more than 115 million people every day by advancing their health, wealth and career.

The company is in the business of creating more secure and rewarding future for clients and their employees – the company is designing affordable health plans, assuring income for retirement or aligning workers with work force needs.

The Company is having values and believe "People are at the heart of everything .They drive innovation and solutions'. The company also believe that "the future is made in the actions we take today.'

The company is having Global Leadership with 50,000 employees in 25 countries in 110 offices. Diversity is another strength of the organization. Some of the employees give useful suggestions and the organization believe' employees are assets of the organization and ultimately they become patrons in the progress besides earning good name for the organization.

Profit margins in the industry are good and Company is earning more than 100 million \$ as yearly profit. However, there is an issue that profit from four countries is less as compared to average profit of other countries. The company is having one office in India, the profit from this office is also less, and it is included in the list of four offices where profit is low.

The Company is good paymaster and perks and other facilities are comparable with other organizations in the Industry.

With a view to analyze reasons for low profit in four offices, the management decided to get "Great Place to Work" survey done in all the offices including four Offices where profits are low.

To the utter surprise of the management, the responses included that MX and Company is not having uniform Policy on "Work life integration and wellbeing" and Accordingly Morale of the employees posted in these four offices/countries is low.

With the above facts in view;

- Draw out 'Work life integration and wellbeing policy' of MX and Company and
- Suggest whether the policy proposed by you in question a, should be applicable to their office in India or should there be a different Policy .. Please bring out the details in case of a different policy.