**JAIPURIA INSTITUTE OF MANAGEMENT, INDORE**

**PGDM**

**THIRD TRIMESTER (Batch 2020-22)**

**END TERM EXAMINATION, MAY-2021**

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| Course Name | **Advanced Human Resource Management** | Course Code | **HR301** |
| Max. Time | **2 hours** | Max. Marks | **40** |

All questions are compulsory

**Q.1** Mr. Khanna, General Manager HR entered Mr. Suri’s , Vice President HR, cabin after a meeting with senior management . With lot of concern in his voice he asked when will Human resource function gain the stature of contributing towards the bottom line of business.

**Mr. Suri with an assuring smile said HR is already gain positioning of walking hand in hand with Business as a committed Partner.**

 Do you agree with Mr. Suri’s statement and how do you think it is being made possible?

Explain your point of view keeping in mind the discussions in the class. **(12 Marks)**

**Q.2** Mr. Gautam, HR Manager, Pure Cooking Oil looked perplexed as he read the following two lines in the HR report:

1. Sharp increase in turnover rate in the organization. It has increased by 4% .
2. 30% of employees lack sense of ownership towards organization

Help him conduct a detail attrition analysis and prepare an in-depth action plan to handle second problem. **(10 Marks)**

**Q.3** You are HR manager of Pintech Solutions. Your organization is facing following problems due to Covid 19 situation. **(10 Marks)**

1. You have to introduce Work from Home . How would you do so.
2. After three months you realize that you have to go in for mass lay off, prepare an action plan.

**Q.4** A list of HR metrics has been discussed in the class and also shared with you as additional notes in the class. **(8 Marks)**

Pick up any 10 formulas from the discussion or notes and discuss when will you use that metric.