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| **C:\Users\ADMIN\Desktop\j.png** | **JAIPURIA INSTITUE OF MANAGEMENT, INDORE**Post Graduate Diploma in Management (Batch 2022-24) |
| **Course Title: Advanced Human Resource Management, (Course Code: 40321)****End Term Examination, Term - III (May, 2023)**  |
|  **Time Duration : 2 Hours Total Marks: 40** |

***General Instructions*:**

1. *Answer the questions as directed. The break-up of the marks is given wherever necessary.*
2. *Marks against each question is indicated to its right.*
3. *Answer all the questions of a ‘Section/Question’ at one place in continuation.*
4. *Answers should be brief and to the point.*
5. *Do not write on the question paper except your roll number.*

**SECTION - A**

**Q1.** In their quest to compete successfully in today’s difficult economic times, many business leaders have opted to cut labor costs, hire part-time employees to avoid costly fringe benefits, and adopt a “lean and mean” management approach to running their organizations. While it is foolish for companies to spend money unwisely in managing human capital, a growing body of research evidence also confirms that “high performance work systems” (HPWS) are worth the investment of time and effort.

Source: <https://gbr.pepperdine.edu/2014/12/high-performance-work-systems/>

Describe human resource practices for producing higher profits through engaging employees as full owners and partners in an organization’s success**. (8 Marks)**

**Q2.** The Human Resource (HR) department plays a pivotal role in the process of merger and acquisition (M&A) between two companies. While mergers and acquisitions are considered an essential part of a company’s growth strategy and carried out for beneficial reasons, a messed up and weak understanding of HR issues often stands as an obstruction that results in failed mergers.

Source:https://www.peoplematters.in/article/culture/dynamic-role-hr-merger-acquisitions-13197

Discuss the dynamic role of HR in a M&A deal**. (8 Marks)**

**Q3**

Human Resources (HR) departments play a critical role in managing an organization's most valuable asset — its people. From recruiting new talent to managing employee benefits and compensation, HR teams are responsible for ensuring a company's workforce is engaged, productive, and motivated.

HR departments can now leverage AI tools like ChatGPT to streamline their processes and achieve greater efficiency. ChatGPT can be a powerful tool for HR professionals in a variety of ways, including automating repetitive tasks, providing real-time support to employees, and enhancing the overall employee experience.

Source: <https://www.forbes.com/sites/bernardmarr/2023/03/07/the-7-best-examples-of-how-chatgpt-can-be-used-in-human-resources-hr/?sh=400f411b4a82>

Indicate the usage ChatGPT in human resources with some examples and discuss the benefits it can bring to HR departments and organizations as a whole. **(5+5 Marks)**

  **SECTION - B**

**Q4.** Read the situation and answer the questions.

But…It’s Our Company Culture!

You are the HR manager for a fifty-person firm that specializes in the development and marketing of plastics technologies. When you were hired, you felt the company had little idea what you should be paid and just made up a number, which you were able to negotiate to a slightly higher salary. While you have been on the job for three months, you have noticed a few concerning things in the area of multiculturalism, besides the way your salary was offered. The following are some of those items:

(i) You know that some of the sales team, including the sales manager, get together once a month to have drinks at a club.

(ii) A North East worker left the organization, and in his exit interview, he complained of not seeing a path toward promotion.

(iii) The only room available for breast-feeding mothers is the women’s restroom.

(iv) The organization has a policy of offering Rs.20,000 to any employee who refers a friend, as long as the friend is hired and stays at least six months.

(v) The manufacturing floor has an English-only policy.

(vi) You have heard managers refer to those wearing turbans in a derogatory way.

1. List out the suggestions for those involved in each of the situations.
2. Explain the steps needed to create a more inclusive environment, without losing the culture of the company. **(6+8 Marks)**