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| **C:\Users\ADMIN\Desktop\j.png** | **JAIPURIA INSTITUE OF MANAGEMENT, INDORE**Post Graduate Diploma in Management (Batch 2023-25) |
| **Course Title: Advanced Human Resource Management, (Course Code: 40321)****End Term Examination, Term - III (April, 2024)**  |
|  **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 are indicated to its right.*
3. *Answer all the questions of a ‘Section/Question’ in 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.** Cristal Corporation, a global Mobile phone manufacturer company, recently announced its acquisition of Phoenix Enterprises, a leading provider of electronic components. As part of this acquisition, Cristal Corporation's HR department has been tasked with overseeing the integration of Phoenix Enterprises' employees into the company. In this context, explain the significance of HR's role in mergers and acquisitions. Describe the specific tasks and strategies HR might employ to ensure a smooth integration process, considering factors such as cultural Integration, talent management, retention, communication, due diligence, and legal compliance. **(8 Marks)**

**Q2.** Jagdeep Enterprises, a rapidly growing tech company based in Ahmedabad has appointed you as their strategic HR consultant. The company's newly appointed CEO, Ajay Kapoor, has set an ambitious goal to transform the company into a multinational corporation (MNC). The CEO has entrusted you with the task of analyzing the role of technology in HR practices to support this transformation. Your assignment involves selecting specific technologies (such as AI-powered recruitment tools, and HR and technology) and their impact on organizational effectiveness. Your report should not only evaluate the benefits and challenges of integrating these technologies but also provide strategic recommendations for their effective implementation, considering the company's goal of becoming an MNC. **(8 Marks)**

**Q3-** Evaluate the advantages of adopting a High-performance Work System (HPWS) within an organization considering its impact on employee performance, organizational effectiveness, and competitive advantage. Support your evaluation with relevant examples of organizations that have successfully implemented HPWS, highlighting the specific benefits derived from these systems. **(8 Marks)**

**SECTION - B**

**Q4. (A)** Imagine you are an HR consultant specializing in Strategic Human Resource Management (SHRM), and you have been approached by a new startup working in the technology sector. This startup is poised to disrupt the market with its innovative products and services. The company boasts a young and dynamic workforce with a strong entrepreneurial spirit. However, the startup lacks established HR practices and policies. Now, as an HR consultant devise a comprehensive SHRM strategy that addresses the startup's needs, focusing on attracting, retaining, and developing talent while nurturing a culture of innovation and collaboration. **(8 Marks)**

**4 (b)-** Aramco Industries a mid-sized cement manufacturing company grappling with retention and engagement challenges, develops a comprehensive HR metrics framework to elevate organizational performance. Define key metrics with suitable examples such as voluntary turnover rate, time to fill vacancies, cost per hire, employee engagement score retention rate, and absenteeism rate. **(8 Marks)**