

# JAIPURIA INSTITUTE OF MANAGEMENT, INDORE

## PGDM

THIRD TRIMESTER (Batch 2019-21)

END TERM EXAMINATION, APRIL-2020

Course Name	<b>Advance Human Resource Management</b>	Course Code	<b>HR 301</b>
Max. Time	<b>2.5 hours</b>	Max. Marks	<b>40</b>

Instructions:

1. All questions are compulsory
2. Word limit of each question is 300 to 350 words. Kindly strict to the word limit.
3. Answers should be in your own words.

1. Aim High an organization into learning app is a startup. It is planning to strengthen its HR Department in terms of functions. Till date their HR department has been only doing traditional work of attendance management and regular administration. But now in the board meeting the following decisions have been regarding HR employees
  - a. They should also perform roles which will affect the business positively.
  - b. to recruit new HR employees with the required capabilities.

As Head of HR department what steps will you take to implement the decision taken in the board meeting. **(10 Marks)**

2. Mr. Ramkumar, CEO of Happy Smile Chewing Gum for very unhappy after reading the audit report regarding measures being taken by his organization towards environment sustainability. The comment was 'No measures being taken by this organization will result in severe penalty.' He called a meeting. A committee was constituted. They were required to a.
  - a. identify major environmental concern areas
  - b. then prepare a plan of action to handle the concerns.

You are head of the committee. Draft the required document that will contribute towards sustainable development. **(10 Marks)**

3. Mr. Altaf, General Manager, Mind crew IT Company, was shocked to look at the attrition rate and performance rate of majority of his employees. The rates were alarming. He called for Mr. Joseph, HR and asked him to take remedial measures. What steps should Mr. Joseph take to handle this problem. **(10 Marks)**
4. HR Audit is a comprehensive activity which envelops all HR functions to check that the systematic procedures are being followed in every aspect through Human resource is managed. Elucidate this statement in detail. **(10 Marks)**