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**GANDHI INSTITUTE OF ENGINEERING AND TECHNOLOGY UNIVERSITY, ODISHA, GUNUPUR
(GIET UNIVERSITY)**



Ph.D. (First Semester) Examinations, December – 2024

**23SPPEMB1011 – Advanced Human Resource Management
(Management Studies)**

Time: 3 hrs

Maximum: 70 Marks

The figures in the right hand margin indicate marks.

Answer ANY FIVE Questions.

(14 x 5 = 70 Marks) Marks

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| 1.a. | Write a short note on performance appraisal and potential appraisal and how are these two are different. | 8 |
| b. | What are technology-based methods of training and its implications for employees and organization? | 6 |
| 2. | What are the core issues and future challenges of employee relations management? | 14 |
| 3.a. | What are the causes of industrial unrest and its remedial measures? | 7 |
| b. | Define HRD interventions and its implications for employees and organization. | 7 |
| 4. | Cross-cultural leadership: adapting leadership to meet local conditions and/or changing followers to match personal requirements? Explain. | 14 |
| 5.a. | What is international staffing? Outline the nature of international staffing. | 7 |
| b. | Why should MNEs be concerned about expatriate failure? | 7 |
| 6.a. | What is repatriation? Discuss repatriation process. | 7 |
| b. | Indian Experiences of OD in Public and Private Enterprises | 7 |
| 7. | Explain the strategies to overcome employee and group resistance to change. | 14 |
| 8.a. | What are the challenges of strategic HRM in Indian and global perspective? How you can build an effective HR practices in Indian manufacturing and service sector? | 7 |
| b. | Write a short note on psychological contract and organizational citizenship behavior and how these two are different. | 7 |

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