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



Ph.D. (First Semester-Winter) Examinations, June - 2025
**23WPPEMB1011 - Advanced Human Resource Management
(Management)**

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 and potential appraisal, and how these are different? | 8 |
| b. Conceptual framework and approaches of Industrial relations. | 6 |
| 2. Write the challenges of strategic HRM an Indian and global perspective? How can you build effective HR practices in the Indian manufacturing and service sector? | 14 |
| 3.a. Write about Concepts, challenges, and goals of HRD. | 7 |
| b. What is international staffing? Outline the nature of international staffing. | 7 |
| 4. Write in detail about the Social Security, Health & Welfare Measure in India. | 14 |
| 5.a. Write in detail about HRD Climate and Practices in the Indian corporate sector | 7 |
| b. Write a short note on learning organization and organizational learning culture and their differences. | 7 |
| 6.a. Cross-cultural leadership: adapting leadership to meet local conditions and/or changing followers to match personal requirements? Explain. | 7 |
| b. Indian Experiences of OD in Public and Private Enterprises | 7 |
| 7. Write in detail about (a) OD interventions and (b) Diagnostic activities | 14 |
| 8.a. Write the need and implications of Ethics for Human Resource Management. | 7 |
| b. Explain cross-culture training and its methods of cross culture training. | 7 |

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