

--	--	--	--	--	--	--	--	--	--



# GIET UNIVERSITY, GUNUPUR – 765022

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

## 23SPPEMB1012 – 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
1.a. Explain the main characteristics of the four strategies for international assignments or staffing.	7
b. Elucidate the change process in detail and throw light on HR's role in strategic change management.	7
2.a. What are the main points multinational firms must consider when deciding how to provide benefits?	7
b. Explain the position of HRD in government and service industry.	7
3.a. "To manage a business is to manage its future and to manage future is to manage information." In this context explain the role of Human Resource Manager in Human Resource Empowerment.	7
b. Discuss the new approaches to compensation and correlate how these have a bearing on international compensation.	7
4.a. What are the challenges that HR professionals encounter in retaining, developing and retrenching staff both in the parent country as well as in the host country?	7
b. What are the causes and methods of dealing with resistance to change?	7
5.a. Justify "Recruitment is positive & selection is negative process.	7
b. State the theories of Industrial Relations and their relevance in present Indian context.	7
6.a. Describe the recent trends in training practices in India.	7
b. Critically examine how the role of human resource manager is changing over the year.	7
7.a. Discuss the need for the organizational existence and highlight the issues involved in organizational effectiveness.	7
b. Define HRD Audit. How can HRD Audit be used as an OD intervention in an organisation. Briefly describe the significance of HRD score-card of a firm.	7
8.a. Comprehend the growth and concept of labour Welfare in India after Independence.	7
b. Highlight the various legal provisions for industrial safety and employee's health in industries.	7

---End of Paper---