



RAN-3448

TYBBA (Semester - V) Examination

March / April - 2019

Advance Personnel Management -1 (CBCS)

(Old or New to be mentioned where necessary)

સૂચના : / Instructions

નીચે દર્શાવેલ નિશાનીવાળી વિગતો ઉત્તરવહી પર અવશ્ય લખવી.
Fill up strictly the details of signs on your answer book

Name of the Examination:

TYBBA (Semester - V)

Name of the Subject :

Advance Personnel Management -1 (CBCS)

Subject Code No.:

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Seat No.:

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Student's Signature

- (1) All questions are compulsory
- (2) Figures shown on the right side indicate full marks for that question

Q.1 Answer in brief:

10

- (a) What do you mean by 'Ethics'?
- (b) Why do organizations need to conduct HR Research?
- (c) Who are referred as 'Dual Career Couple'?
- (d) What is 'Repatriation'?
- (e) What is 'Geocentric Approach' in international recruitment?

Q2. (a) Discuss the nature of ethics and explain the sources of business ethics.

07

(b) Differentiate between Domestic and International HRM. Explain 'compensation' as a function of international HRM.

07

OR

(a) Write the aspects of E-HRM and explain any two of them in detail. **07**

(b) Who is an 'expatriate'? Write in detail the problems in Repatriation. **07**

- Q3. (a)** What do you mean by 'Voluntary Retirement Scheme'?
Write in detail the procedure for Implementing VRS. **07**
- (b)** Explain different functions of HR at International Level. **07**
- OR
- (a)** What are the 'Recent Trends' in HRM? Explain any two in detail. **07**
- (b)** What are the ethical issues in HR? Explain how can an organization manage these Issues? **07**
- Q4. Write Short Notes (Any Two):** **12**
- a) Human Resource Audit and Areas of Audit
 - b) Managing Separations
 - c) Challenges in Implementing VRS
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