



**Course Title:** Cases In HRM

**Course Code:**

**Total Marks:** 50

**Instructor:** Azmat Ali Shah

**Examination:** Final (Spring-2020)

**Duration:** 6 hours

*Attempt All Questions. All Questions Carry Equal Marks.*

<b>Q1: -</b>	The Difficulty of a case can be viewed as having atleast three major dimensions: Analytical, Conceptual and Presentation. Explain three degrees of difficulty for each dimension	(12)
<b>Q2: -</b>	Jack Zenger and Joseph Folkman (2015) in their HBR article have identified factors, which Separates Great HR Leaders from the Rest. What are strengths and weaknesses of HR leaders identified by authors? Also, critically analyze Key Leadership Skills suggested by the authors.	(13)
<b>Q3: -</b>	In his HBR article “Tomas Chamorro-Premuzic” asks “Does Diversity Actually Increase Creativity?”. Discuss conclusion of the article.	(12)
<b>Q4: -</b>	Peter Cappelli (2015) in the article “Why We Love to Hate HR ... and What HR Can Do About It” has mentioned that HR is mostly ignored by organizations in times of prosperity but in times of crises HR is expected to solve all labor related issues. Also, the critics of HR allege that HR lacks strategic vision and is more focused on administrative issues. What remedies have been proposed by the author for making HR relevant in modern organizations?	(13)