

Maharshi Karve Stree Shikshan Samstha's

Smt. Hiraben Nanavati Institute of Management & Research for Women

INTERNAL EXAMINATION – Sem II – ( Jan- July 2026)

SUBJECT : Pharmaceutical Advanced Human Resource Management

SUBJECT CODE: PHM 15

Date: 12-05-2026

Pattern : 2024

Duration : 150 min

Max Marks : 50

Instructions for students :

- Marks are indicated for each question.
  - Handwriting should be eligible for evaluation.
  - Marks will be given for quality, not quantity.
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**Q.1]** Answer the following questions

(2 Marks Each)

(10 Marks)

- Define Advanced Human Resource Management (HRM) in the pharmaceutical industry.
- List any four key roles and responsibilities of HR professionals in pharma.
- What is Talent Acquisition?
- Name any two modern performance appraisal methods.
- Match the following:

Column A

Column B

- |                            |                                    |
|----------------------------|------------------------------------|
| 1. Employer Branding       | a. Employee retention              |
| 2. 360-degree feedback     | b. Multi-source performance review |
| 3. Compensation Management | c. Salary and benefits             |
| 4. Expatriate Management   | d. Managing employees abroad       |

**Q.2]** Attempt any Two ( 5 Marks Each )

(10 Marks)

- Compare talent acquisition and talent retention strategies in pharma.
- Summarize the process of workforce planning and forecasting.
- Contrast traditional performance appraisal and modern appraisal methods (360-degree feedback, balanced scorecard).

**Q.3]** Attempt any One ( 10 Marks )

(10 Marks)

- Explain the importance of strategic HR planning in pharmaceutical companies, including alignment with business objectives.

b) Demonstrate the role of learning and development (L&D) in enhancing employee performance and career growth in the pharma sector.

**Q.4]** Attempt any One

*(10 Marks)*

a) A pharmaceutical company is facing high employee turnover. Analyse the situation and suggest talent retention and employee engagement strategies.

OR

b) Analyse the changing role of HRM in the pharmaceutical industry, focusing on compliance, ethics, and global workforce management.

**Q.5]** Answer the following (any one)

*(10 Marks)*

a) Design a comprehensive compensation and performance appraisal system for a pharmaceutical company, integrating modern techniques and regulatory compliance.

OR

b) Create a strategic HR plan for managing a global pharmaceutical workforce, including talent mobility, cultural considerations, and expatriate management policies.