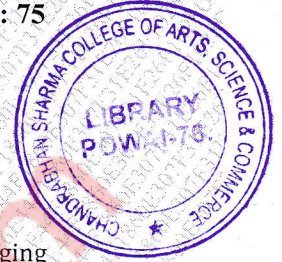


T4Bms/semv/26.11.18

Time: 2½ Hours

Marks: 75

Note: All questions are compulsory



Q1.A. State True or False: (Any 8)

(8 marks)

- i. SHRM enables the firm to anticipate its competitors by exploiting the emerging opportunities through continuous scanning of the external environment
- ii. HR specialists can act as 'regulators' who are involved in formulating and monitoring employment rules
- iii. Traditional HRM adopts bureaucratic control procedures through rules policies and procedures
- iv. Resourcing plans consist of preparing plans for finding people from within and outside the organization.
- v. HRD Strategies are aimed at s well as retaining human capital
- vi. Freeze Recruitment means an organization stops recruiting new employees
- vii. HR Policies must be reviewed periodically
- viii. Outsourcing occurs when a company retains another business to perform some of its work activities
- ix. HR strategy need not be aligned with the organization's vision, mission and goals
- x. SHRM focuses on the short-term performance of the company

Q1.B. Match the columns (Any7)

(7 marks)

A	B
1. Mentoring	a. External agencies such as government, trade associations and trade unions.
2. Employee engagement	a. Advice by a senior colleague
3. Balance Score Card	c. Lay offs
4. HR Audit	d. commitment to organization's goals and values
5. Business Excellence Model	e. Loss of intellectual property
6. Implicit Policies	f. Kaplan and Norton
7. Imposed policies	g. Evaluation of HR strategies and practices
8. Job redesign	h. European Foundation for Quality Management
9. Brain Drain	i. Not formally expressed
10. Employee surplus	j. Enrich the jobs

Q2. A) Explain the roles in Strategic Human Resource Management (SHRM). (8 marks)

B) What are the barriers to SHRM? (7 marks)

OR

Q2. C) Explain HR environment trends and HR challenges. (8 mark)

D) Explain how SHRM can be linked with business performance. (7 mark)

Q3. A) Discuss the ways of managing HR surplus. (8 marks)

B) Explain the process of Strategic Human Resource Development. (7marks)

OR

C) What is a Reward Strategy? Explain it's importance. (8 marks)

D) Explain the ways of managing HR shortages (7 marks)

Q4. A) What are the areas of HR policies in an organisation? (8 marks)

B) Explain the concept of Outsourcing and Retrenchment policy. (7 marks)

OR

C) Discuss the barriers to effective implementation of HR policies. (8 marks)

D) Explain the importance of strategic HR policies to maintain work harmony. (7 marks)

Q5. A) Explain the strategies for enhancing employee engagement. (8 marks)

B) What are the contemporary approaches to HR Evolution? (7 marks)

OR

Q5. Short note (Any three) (15 marks)

1. Balanced Score card.
2. Benchmarking.
3. HR Score card.
4. Employer branding.
5. Restructuring strategies.
