

(2 1/2 Hours)

Total Marks: 75

**NB: (1) All Questions Compulsory Subject to Internal Choice
(2) Figures to the right indicates Full Marks**

Q.1. (A) State whether the following Statements are True or False (Any Eight). (8)

- a) Linking or aligning business, teams and individual objectives is HR integration.
- b) CSR energizes, directs and sustains human behavior.
- c) HR practitioners may act as the guardians of organizations values concerning people.
- d) Strategic HRD promotes a learning culture.
- e) An excellent compensation strategy just to differentiate one organization from other.
- f) Written mode of communication must be promoted among the employees for better transparency.
- g) Regular revival of policies is not required as to make them suitable in the changing business environment.
- h) HRP refers to the knowledge, education, training, skills and expertise of firm workers.
- i) Benchmarking is likely to be beneficial for an organization to improve its competitive performance.
- j) Job satisfaction not always related to good pay structure.

(B) Choose the Correct Answers (Any 7) (7)

1. An _____ Audit is conducted to obtain a score on the HR Scorecard.
a. Finance, b. Operations, c. Marketing, d. HR.
2. _____ measure generally involves output divided by input.
a. Productivity, b. Cultural, c. Profit, d. Process.
3. _____ is based on the stakeholders approach.
a. Environment, b. Market, c. dividend, d. Balance Score Card.
4. Social Values and customs have to be respected; otherwise the employees may be _____.
a. Happy, b. offended, c. confident, d. none
5. Policies help managers to take prompt _____.
a. Decision, b. career, c. promotion, d. none
6. SHRM is to ensure that _____ is fully integrate with strategic planning.
a. HRP, b. HRD, c. HRIS, d. HRM
7. SHRM involves three steps namely forecasting strategy _____ and implementation.
a. Planning, b. organizing, c. formation, d. design.
8. The _____ strategy is a steering wheel for getting the strategic employee.
a. Training, b. development, d. recruitment, e. performance
9. A sound HR policy should not include _____ information.
a. Fair, b. clear, c. ambiguous, d. applied.
10. _____ is not a way to handle employee surplus.
a. Freeze recruitment, b. Early retirement, c. lay off, d. recruit new employee.

- Q2. (a) Why should organizations have employee relations strategy? (7)
(b) What are the HR strategies used for enhancing work performance? (8)

OR

- (x) Explain the advantages of strategic HRD. (7)
(y) Discuss the retention strategies used by organisation. (8)

- Q3. (a) Define SHRM. Discuss the feature of SHRM. (8)
(b) Explain the difference between Traditional HRM and SHRM. (7)

OR

- (x) Explain the Compensation Policy. (7)
(y) What are the components of Resourcing Strategy? (8)

- Q4. (a) What is International HRM discuss the features of IHRM. (8)
(b) What is employee Competency? Explain the types of competencies. (7)

OR

- (x) Explain Employer branding and benefits of Employer Branding. (7)
(y) Discuss the advantages of E-Recruitment. (8)

- Q5. (a) What are the ways to manage HR Shortage and surplus? (7)
(b) Explain in brief the Involvement model of SHRM? (8)

OR

- Q5. Short Notes (Any Three) (15)

1. Types of HR policies
 2. Strategic HRM and Business Performance
 3. Strategic Recruitment and Selection
 4. Reward Strategy
 5. Components of the Business Strategy
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