

28/10/24

(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)

1. Employing more qualified employees increases company's revenue and identity.
2. Employee's engagement motivates personal wellbeing of employees when they are outside organizations.
3. Mentoring guides the employees to acquire skill and knowledge.
4. HR Strategies need not be aligned with organizations Vision, mission and goals.
5. Positioning the employer brand does help to attract and retain people who "fit".
6. Paid time off was granted to employees to take care of their family members who were diagnosed with COVID-19.
7. Employees had to take care of their technological equipments and no IT assistance was given to them.
8. Strategic HRD facilities providing encouragement to everyone in the organization.
9. E-mentoring guides the employees to use technology.
10. CSR attempts to balance its commitment of employees with the community in which they operate.

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

1. Strategic management is a _____ management
 - a. General
 - b. Functional
 - c. Visionary
 - d. Performance
2. At a strategic level, HR people take on a _____ role.
 - a. Management
 - b. Clerical
 - c. Financial
 - d. Proactive
3. A _____ strategy helps organizations to attract quality employees.
 - a. Compensation
 - b. Retention
 - c. Development
 - d. All of the above

4. _____ ensures retention of people by providing better opportunities and Rewards
- Restructuring
 - Reduction
 - Recruitment
 - Retirement
5. The _____ resource refers to the tools used to create deliver an organizations product and service.
- Client
 - Finance
 - Technology
 - None
6. Strategic HRD promotes a _____ culture.
- Learning
 - Earning
 - Gaming
 - Negative
7. _____ means reducing surplus staff.
- Salary
 - Promotion
 - Retention
 - VRS
8. _____ benefits from the flexibility of e-mentoring.
- Mentees
 - Consumers
 - Staff
 - Financers
9. Managers should promote _____ communication.
- Oral
 - Verbal
 - Two-way
 - Vertical
10. Turnover or retention may be used to indicate employee _____
- Commitment
 - Performance
 - Culture
 - salary

Q2.

(a) Explain the Characteristic of Strategic HRM. (7)

(b) Explain HR environment trends and HR challenges. (8)

OR

(x) Explain the link between strategic Planning and HRP. (7)

(y) Discuss the measures taken by organizations during COVID-19. (8)

- Q3. (a) Explain the barriers to SHRM. (8)
(b) Explain the factors affecting HR Policies. (7)

OR

- (c) What is e-mentoring discuss the advantaged of e-mentoring. (8)
(d) What is employee engagement? Explain the factors influencing employee engagement. (7)

- Q4. (a) What is the type of HR policies in an organization? (8)
(b) Explain the concept of Outsourcing and Retrenchment policy (7)

OR

- (c) What is a Reward Strategy? Explain its importance (7)
(d) State the features and purpose of HR policies. (8)

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

1. Strategic Recruitment and Selection
 2. High Performance Working Model
 3. Retrenchment Policy
 4. Employee Relation Strategy
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