

Time: 2 ½ Hrs

Marks: 75

**Q1. A Multiple Choice Questions (Any Eight)**

**8 Marks**

1. The HRD strategies aim at attracting and \_\_\_\_\_ human capital of the organization. (Planning / Organizing / Developing / Controlling)
2. The HR policies which are not documented, but are followed in the organization are called \_\_\_\_\_ policies. (Appealed / Explicit / Implicit / Forced)
3. \_\_\_\_\_ has emerged because of business organizations expanding overseas while increasing competition. (SHRM / Globalization / Strategy / Recruitment)
4. The activity of advice and information provided by an elder and experienced individual to a younger for his growth and development is called \_\_\_\_\_. (Branding / Mentoring / Engagement / Audit)
5. The objective evaluation and assessment of HR practices, policies and procedure is called \_\_\_\_\_. (Mentoring / Training / HR Audit / HRP)
6. \_\_\_\_\_ is focused on developing and implementing human resource policies and procedures that result in employee skills that support the organization's strategic goals. (HRM / SHRM / HRD / HRP)
7. Strategic Human Resource Management is \_\_\_\_\_ in nature. (Reactive / Proactive / Responsive / Sluggish)
8. Employee \_\_\_\_\_ is defined as a company's methods for giving its employees more autonomy and control in their role. (Security / Training / Empowerment / Compensation)
9. The \_\_\_\_\_ model of SHRM emphasises on mutual trust through team building, disseminating information and problem solving. (High Commitment Management Model / High Work Model / High Structure Model / High Democracy Model)
10. One of the strategies to deal with employee surplus is \_\_\_\_\_. (Permanent Hiring / Postponing Retirement / Voluntary Retirement Scheme / Outsourcing)

**Q1. B True or False (Any Seven)**

**7 Marks**

1. Employer branding is a strategy to create a positive image of the company's product and services for its customers.
2. The role of HR managers in personnel management is reactional and administrative in nature.
3. Employee competencies lead to better organisational performance.
4. E-mentoring reduces the time and location barriers of mentoring.
5. Managing workforce diversity has become a challenge for HR managers.
6. SHRM aligns the HR function with the vision, mission and strategies of the organization.
7. The HR policies should be reviewed and updated once in fifteen years.
8. Informal discussion at coffee table can help the employees develop strong team and positive organization culture.
9. Globalization and competition are the environmental factors affecting SHRM.
10. Job satisfaction can lead to employee retention and performance improvement in the organization.

- Q2. (A) What is SHRM? Explain the characteristics of SHRM. **8 Marks**
- (B) Write a note on various roles played by an HR professional in today's era. **7 Marks**
- OR**
- Q2. (P) Environmental Factors impact the HR functions. Explain. **8 Marks**
- (Q) Explain High Performance Working Model and High Commitment Management Model of SHRM. **7 Marks**
- Q3. (A) What is resourcing strategy? Explain the objectives of resourcing strategy. **8 Marks**
- (B) Explain Human Resource Planning strategy. Explain the strategies to deal with HR shortage. **7 Marks**
- OR**
- Q3. (P) Write a note on rewards strategy. **8 Marks**
- (Q) What is employee retention? Explain various retention strategies. **7 Marks**
- Q4. (A) What are HR policies? Explain the process of developing HR policies. **8 Marks**
- (B) Write a note on major areas of HR policies in the organization. **7 Marks**
- OR**
- Q4. (P) Explain the purpose of HR policies. **8 Marks**
- (Q) Write a note on competency based HRM. **7 Marks**
- Q5. (A) What is employee engagement? What are the factors affecting employee engagement? **8 Marks**
- (B) Write a note on mentoring. **7 Marks**
- OR**
- Q5. Short Notes (Any three) **15 Marks**
- Strategies to enhance employee performance.
  - Balance Score Card
  - HR Audit
  - Employer Branding
  - Traditional v/s SHRM