

Time: 2 ½ Hrs

Marks: 75

Q 1 (A) Match the Following: (Any Eight) (8)

GROUP A		GROUP B	
1	Environmental Challenge	A	Stop recruiting new employees
2	Work Force Diversity	B	Clarifies the Skills
3	Freeze Recruitment	C	Reduce Surplus Staff
4	VRS	D	Readiness to accept international assignments
5	Grievance Handling Mechanism	E	Globalization
6	General Policies	F	Ongoing Process
7	Appraisal	G	Greater Productivity and efficiency
8	Outsourcing	H	Guidelines for employee
9	Cultural Differences	I	Outlet for employee frustrations and discontents
10	Career Paths	J	Inclusivity and equity training

Q 1 (B) State True or False: (Any Seven) (7)

1. Environmental challenges refer to forces and institutions that are beyond the access of management.
2. CSR energizes, directs and sustains human behavior.
3. HR Practitioners may act as the guardians of the organization's values concerning people.
4. Strategic HRD promotes a learning culture.
5. Written mode of communication must be promoted among the employees for better transparency.
6. The HR Policy must be extremely stable and rigid.
7. A bureaucratic organizational culture is one, which follows rigid and tight procedures.
8. Competencies represent the language of performance.
9. Open houses are generally arranged on a weekends.
10. Google has used contest recruitment as a new approach to recruitment.

Q2 A Discuss the evolution of Strategic Human Resource Management (SHRM). (8)

Q2 B Explain the changing roles of HR Professionals. (7)

OR

Q2 C Explain in detail about the "High Performance Working Model". (8)

Q2 D Explain the interface between SHRM and Business Performance. (7)

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- Q3 A** Bring out the steps in the development of HR Strategies. (8)
Q3 B How can strategic compensation be used as a tool to gain a competitive advantage in an organization? (7)

OR

- Q3 C** Why should an organization have an employee relations strategy? (8)
Q3 D Suggest ways for retaining employees. (7)

Q4 A What is the purpose of HR policies and how do they contribute to effective human resource management in an organization? (8)

Q4 B What are the requisites of an ideal HR policy? (7)

OR

Q4 C Why should the HR Policies be reviewed? (8)

Q4 D How do the HR Policies help to maintain the workplace harmony? (7)

Q5 A What is employee engagement? Explain the strategies for enhancing employee engagement. (8)

Q5 B What are the strategic issues in International Human Resource Management? (7)

OR

Q 5 C Write Short Notes on: (Any 3) (15)

- a. High Involvement Management Model
- b. Strategic Recruitment and Selection
- c. Training and Development Policy
- d. Balanced Score Card
- e. Special Event Recruiting
