

Time: 2.5 Hrs

Marks: 75

Note: All questions are compulsory
 Figures to the right indicate full marks
 Support your answer with illustration and diagram

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

(8)

GROUP A		GROUP B	
1	Traditional HRM	a	Increasing employee loyalty and commitment
2	High Commitment Management Model	b	Positive relationship among employees
3	Strategic Recruitment	c	Reducing workforce in certain situations
4	Training and Development Policy	d	Managing employees based on required competencies
5	Retrenchment Policy	e	Measuring HR contribution to business strategy
6	Workplace Harmony	f	Improving employee skills and competencies
7	Balanced Scorecard	g	Hiring employees aligned with long-term organizational goals
8	Employer Branding	h	Hiring through job fairs and recruitment events
9	Competency-based HRM	i	Online recruitment through digital platforms
10	Special Event Recruiting	j	Creating a positive image of the organization as an employer
		k	Focus on routine and administrative activities
		l	Evaluating organizational performance from multiple perspectives

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

(7)

1. Strategic Human Resource Management (SHRM) focuses on aligning HR policies with the overall strategic goals of the organization.
2. SHRM ignores external environmental challenges affecting organizations.
3. Resourcing strategy focuses only on recruiting new employees and ignores employee development.
4. Managing HR surplus involves redeployment, retraining, or voluntary retirement schemes.
5. Retention strategies are designed to reduce employee turnover and retain talented employees.
6. The main purpose of HR policies is only to control employee behavior.
7. Regular review and updating of HR policies help organizations remain relevant and effective.
8. Mentoring is a process where an experienced employee guides and supports a less experienced employee.

9. The Business Excellence Model helps organizations improve quality and performance through continuous improvement.
10. International SHRM does not consider cultural and legal differences between countries.

- Q2 A What are the advantages of Strategic Human Resource Management (SHRM)? (8)
- Q2 B Differentiate between SHRM & Traditional SHRM. (7)

OR

- Q2 C Discuss the steps in SHRM. (8)
- Q2 D Explain in detail about "High Involvement Management Model". (7)

- Q3 A Explain the interaction between Strategic Planning and Human Resource Planning. (8)

- Q3 B Suggest ways to manage employee shortages in the organization. (7)

OR

- Q3 C Why should an organization have an employee relations strategy? (8)

- Q3 D Enlist strategies that would help employees to improve their work performance? (7)

- Q4 A Bring out the features of Human Resource (HR) Policies. (8)

- Q4 B List down the areas in an organization where HR Policies are required? (7)

OR

- Q4 C What are the barriers to effective implementation of HR Policies? (8)

- Q4 D Why should the HR Policies be reviewed? (7)

- Q5 A What is employee engagement? Explain the factors influencing employee engagement. (8)

- Q5 B Explain the role of Human Capital Management. (7)

OR

- Q5 C Write Short Notes on: (Any 3) (15)

1. Changing role of HR Professionals
2. Importance of Reward Strategies
3. Promotion Policy
4. HR Score Card
5. International SHRM Strategic Issues
