Paper / Subject Code: 46008 / Human Resource: Strategic Human Resource Management & HR Policies

<div align="center">(2¹/2 Hours)   Total Marks: 75</div>

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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