

2.5 hours

75 marks

Note: All questions are compulsory.

- Q1 Answer the following(any 2) 15**
- A Explain the concept of Strategic Human Resource Management (SHRM) and bring out its features.
  - B Highlight the different barriers to Strategic Human Resource Management.
  - C Discuss the High Innovation Management Model
- Q2 Answer the following(any 2) 15**
- A Discuss the objectives of resourcing strategy.
  - B Explain the different ways to handle employee surplus.
  - C Why is it necessary to have effective reward policy at workplace?
- Q3 Answer the following(any 2) 15**
- A Explain the different factors that affect the HR policy of an organization
  - B Explain the following
    - 1) Recruitment and Selection Policy
    - 2) Training and Development Policy
  - C How do HR policies help in maintaining work place harmony?
- Q4 Answer the following(any 2) 15**
- A Explain the strategies for enhancing employee engagement.
  - B Discuss the role of Human Capital Management.
  - C What is meant by employer branding? Bring out its advantages.
- Q5 Analyze the case and answer the following questions 15**
- Mr. Gagan is working as General Manager with Grasim Limited. Due to his excellent work performance, management decided to promote him to the Deputy General Manager. Only the work profile and job responsibilities were increased. Compensation package was not revised after the promotion. This had a very demotivating impact on Mr. Gagan who decided to approach the HR department to seek clarification of the same. Even after detailed discussion with the HR team there were no changes in the compensation package. Ultimately Mr. Gagan resigned.
- Questions**
- 1) Analyse the important facts of the case. **05**
  - 2) Do you feel resignation is a justified solution? **05**
  - 3) In your opinion what components should a promotion policy should have? **05**

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