

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

(2½ Hours)

Total Marks: 75

NB: (1) All Questions Compulsory Subject to Internal Choice.
(2) Figures to the right indicates Full Marks.

Q.1. (A) Match the columns (Any Eight).

(8)

(B) Choose the Correct Answers (Any Seven)

(7)

1. _____ benefits from flexibility of e-mentoring

- a. Employers
- b. Employees
- c. Mentees
- d. Organisations

A	B
(1) Forecasting	(a) Complete picture of the job requirements
(2) SHRM	(b) Top Management
(3) Technological trends	(c) Good player Structure
(4) Retention Strategies	(d) Virtual online communities
(5) Job Satisfaction	(e) Business level outcomes
(6) Strategic HRP	(f) Coaching
(7) General policies	(g) Careful, methodological preparation
(8) Equity	(h) Step in SHRM
(9) Selection	(i) treating all employees fairly
(10) Succession Planning	(j) Dynamic

2. Turnover or retention may be used to indicate employee. _____

- a. Performance
- b. Commitment
- c. Salary
- d. Training

3. _____ policies arise because the particular case is not covered by a particular policy.

- a. Appealed
- b. Specific
- c. Imposed
- d. Originated

4. _____ should be conducted before any appointment is made and should be carried out in a consistent manner.
- Salary check
 - Reference check
 - Employers check
 - Employer Branding
5. _____ is concerned with the long-term direction and scope of and Organization.
- Training
 - Evaluation
 - Competition
 - Strategy
6. Building powerful employer _____ is require more than aggressive hiring practices.
- Profitability
 - Commitment
 - Brand
 - none
7. _____ is the first company to set up Personnel Department.
- Microsoft
 - Google
 - TISCO
 - L&T
8. _____ has changed the Business Landscape and businesses have expanded overseas and domestic businesses are facing competition from abroad.
- SHRM
 - Globalisation
 - Strategy
 - Compensation
9. Right HR Strategy is essential to improve _____ and _____ of Business.
- recruitment and selection
 - training and development
 - performance and competency
 - productivity and effectiveness

10. _____ is estimating future Manpower requirements for achieving organisational Goals.

- a. HR
- b. HRP
- c. SHRM
- d. HRIS

Q.2.(A) Explain the Advantages of Strategic HRM. (8)
(B) Explain the features of Strategic HRM. (7)

OR

Q.2.(C) Explain the role in Strategic HRM. (8)
(D) Explain the barriers to Strategic HRM. (7)

Q.3.(A) What is Resourcing Strategy? What are its objectives? (8)
(B) What is Strategic HR Planning? What are its advantages? (7)

OR

(C) Explain How to improve employee Performance in a Company. (8)
(D) Explain what are the employee Retention Strategies? (7)

Q.4.(A) State the purpose of Human Resource Policies. (8)
(B) What are the areas of HR Policies in an Organisation? (7)

OR

(C) What are the features of Human Resource Policies? (8)
(D) What are the barriers to effective implementation of HR policies? (7)

Q.5.(A) What are the Strategies for enhancing employee engagement. (8)
(B) Explain the New Approaches Of Recruitment. (7)

OR

Q.5.Short note (Any three) (15)

- a. Employee branding
- b. Mentoring Vs Coaching
- c. Requisites of Sound HR Policies.
- d. Benchmarking
- e. E-mentoring