

**SECTION C – (5 x 10 = 50 marks)**

**ANSWER ALL QUESTIONS**

21. A Compare the distinction between Traditional HR and Strategic HR.

**OR**

B What are the main barriers that prevent an organization from taking more strategy approach to SHRM.

22. A Explain the components of Models of SHRM. How does a strong SHRM system result of organization objectives?

**OR**

B Why and how does a Linking SHRM practice have impact on business performance?

23. A Define the major objectives of strategy planning in HR.

**OR**

B Analyze the Compensation system and strategic compensation as a competitive advantage.

24. A What are the benefits that influence the success of the training and development of organization growth?

**OR**

B Enumerate the critical factors in designing a team based compensation system?

25. A Explain the architectural perspective on Human Capital Management.

**OR**

B Explain the technique of assessing HR's Competencies?

Reg. No.

**END SEMESTER EXAMINATION NOV/DEC-2023**

**First Semester**

**M.Com**

**ELECTIVE – II STRATEGIC HUMAN RESOURCE MANAGEMENT**

**Time: Three Hours**

**Maximum: 75 marks**

**SECTION A – (15 x 1 = 15 marks)**

**ANSWER ALL QUESTIONS**

- The primary source of advantage in SHRM is  
A People  
B Pattern  
C Technology  
D Process
- SHRM Strategy should be a \_\_\_\_\_ of business strategy.  
A Guideline  
B Integral Part  
C Substitute  
D Imitation
- SHRM considers people as a strategic resources for attaining  
A Organizational Goal  
B Organizational Objectives  
C Competitive advantage  
D Top Position in the market
- Which of the following includes five basic planning, organizing, staffing, leading and controlling?  
A A job analysis  
B Strategic management  
C The management process  
D Adaptability screening
- \_\_\_\_\_ is a special type of HRM.

- A High practice working system      B High performance working system  
C High power working system      D High potential working system
6. High Involvement HR system work practices have specific changes to type and levels of \_\_\_\_\_ involvement.  
A Management      B Employer  
C Employee      D None of the above
7. Compensation can be \_\_\_\_\_ benefits.  
A Monetary      B Non-Monetary  
C Both a and b      D None of the above
8. How many steps are in HRP?  
A 8      B 4  
C 5      D 6
9. Which of the following factors state the importance of the HRP?  
A Creating highly talented personnel      B International strategies  
C Resistance to change and move      D All of the above
10. Which of the below is not an objective of performance appraisal?  
A Assessment of performance      B Measuring the efficiency  
C Maintaining organizational control      D Designing organizational goal
11. \_\_\_\_\_ is not an internal source of recruitment.  
A Promotion      B Transfer  
C Job rotation      D Departmental exam
12. Which of the following is a benefit of employee training?

- A Improve morale      B Helps people identify with organizational goals  
C Provides a good climate for learning, growth and co-ordination      D None of the above
13. \_\_\_\_\_ system contain broadly defined jobs, job relation, evaluation by peers etc.  
A High performance work system      B High commitment work system  
C High Involvement work system      D All the above
14. SHRM considers people as a strategic resources for attaining  
A Organizational goal      B Organizational objectives  
C Competitive advantage      D Top position in the market
15. Types of human capital doesn't include  
A Behaviour      B Intellectual  
C Spiritual      D Social
- SECTION B – (2 x 5 = 10 marks)**  
**ANSWER ANY TWO QUESTIONS**
16. Explain the main objectives of SHRM.  
17. What is the concept of SHRM and HR environment?  
18. Discuss the implication and pros and cons for managing surpluses and shortages using the various strategies.  
19. Evaluate the concept of strategic relevance of selective recruitment and selection.  
20. What are the latest measurement trends in strategic HRM?