

(2 1/2 Hours)

Total Marks: 75

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)

1. HRM basically focuses on all stakeholders of organizations.
2. Employees have a lot of pressure due to continuous internet service culture.
3. Workforce diversity has no impact on labour supply.
4. Flexibility strategy helps management to best use of people in changing situations.
5. To create an HR Score card, the manager must know the company strategy.
6. HR audit focuses on all functions of the organizations.
7. HR Policies need to be clear and specific to meet the changing business conditions.
8. Human Capital management plays an important role in orienting a new employee to the system.
9. Too much work can be fruitful for productivity.
10. SHRM takes the HRM model with focus on strategy, integrity and coherence.

(B) Choose the Correct Answers (Any 7) (7)

1. The Business model designed to assist organisation achieve _____ through continuous improvements

- a) Performance
- b) Quality
- c) Excellence
- d) Success

2. _____ is concerned with business level operations of an organisation.

- a) Strategy
- b) Business
- c) Market
- d) People

3. _____ is one of the disadvantages of SHRM.

- a) Positive Work Environment
- b) Difficulty in quantifying HR outcome
- c) Cost Reduction
- d) Effective Training and Development

4. _____ provides visionary leadership, defines purpose and values and sets the direction.
- a) Managers
 - b) HR Director
 - c) Front Line Manager
 - d) Management
5. _____ plays strategist role in recruitment.
- a) Marketing Professional
 - b) Top Management
 - c) HR Professional
 - d) Finance Manager
6. Organisation that have clearly articulated the _____ can implement SHRM.
- a) Finance Strategy
 - b) Corporate strategy
 - c) Production strategy
 - d) Marketing strategy
7. The components of SHRM does not include _____.
- a) Objectives
 - b) People
 - c) Goals
 - d) Perception
8. Human resources are most likely to make a major contribution to achieving human capital advantage if they are not _____.
- a) Unique
 - b) Replaceable
 - c) Irreplaceable
 - d) Scarce
9. Opportunities and threats that may be crucial to the _____ market.
- a) External
 - b) Interpersonal
 - c) Industrial
 - d) Internal

10. _____ strategy is concerned with identifying the right quantity and quality of people required.

- a) Business
- b) Training
- c) Compensation
- d) Resourcing

Q 2. (a) What is the importance of strategic recruitment and selection? (7)
(b) What is resourcing strategy and discuss its objectives? (8)

OR

- (x) Explain the connection between strategic Planning and HRP. (7)
- (y) Discuss the actions taken by organizations during COVID-19. (8)

Q3. (a) Define HR Policies. Discuss the steps of developing HR Policies. (8)
(b) Explain the factors influencing HR Policies. (7)

OR

- (x) Explain in brief Training and Development Policy. (7)
- (y) What are the principles of the Appraisal Policy? (8)

Q 4. (a) What is e-mentoring? Discuss the benefits of e-mentoring. (8)
(b) What is employee engagement? Explain the factors affecting employee engagement. (7)

OR

- (x) What is Balanced Scorecard and discuss the HR Scorecard Approach. (7)
- (y) Explain the steps in developing HR Strategies. (8)

Q 5. (a) What are the methods to manage HR Shortage and surplus? (7)
(b) Explain retention strategies used by organizations? (7)

OR

Short Notes (Any three) (15)

1. Restructuring Strategies
2. Benchmarking
3. Employer Branding
4. Requisites of Sound HR policies
5. Retrenchment Policy
