

Program/Sem: T.Y.B.M.S – Sem - V Course: SHRM & HR POLICIES

Program Code: 2M00155 Course Code: 46008

07 NOV 2025

Duration: 2 ½ Hour

Max. Marks: 75

Instructions:

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Draw neat diagrams wherever necessary.

Q. 1 Attempt the following.

A. Fill in the blanks with an appropriate answer from the alternatives given.(Any 8) [08]

- i). One of the objectives of SHRM is to _____.
 - (a) Increase employee absenteeism
 - (b) Avoid training and development
 - (c) Align HR with strategic goals
 - (d) Maintain only administrative work
- ii). HR strategies are designed to _____.
 - (a) Ignore business goals
 - (b) Focus only on payroll
 - (c) Maintain employee records
 - (d) Support organizational strategies
- iii). One of the advantages of SHRD is _____.
 - (a) Higher absenteeism
 - (b) Employee growth and development
 - (c) Poor performance
 - (d) Lack of motivation
- iv). HR policies are defined as _____.
 - (a) Informal practices
 - (b) Written guidelines for managing people
 - (c) Only payroll rules
 - (d) Attendance registers
- v). A benefit of competency-based HRM is _____.
 - (a) Low engagement
 - (b) Effective execution of HR functions
 - (c) Poor hiring
 - (d) Increased turnover
- vi). Promotion policy helps in _____.
 - (a) Career growth of employees
 - (b) Creating conflicts
 - (c) Increasing absenteeism
 - (d) Avoiding recognition

vii). Employee relations strategy deals with _____.

- (a) Maintaining positive industrial relations
- (b) Record-keeping
- (c) Payroll systems
- (d) Statutory registers

viii). Strategic HR planning ensures _____.

- (a) Random hiring
- (b) Alignment between business goals and workforce
- (c) Only compliance with law
- (d) Isolated HR activities

ix). A barrier to SHRM is _____.

- (a) Strong leadership support
- (b) Lack of strategic vision
- (c) Proper alignment with goals
- (d) Effective HR models

x). SHRM aims at _____.

- (a) Linking HR practices to organizational performance
- (b) Record-keeping
- (c) Only recruitment
- (d) Payroll processing

B. True or False: (Any 7)

[07]

- i). The evolution of SHRM is linked with globalization and competition.
- ii). Traditional HRM emphasizes employee commitment over compliance.
- iii). Interaction between business strategy and HRP is essential for organizational success.
- iv). A reward strategy does not influence employee motivation.
- v). Recruitment and selection policies are part of HR policies.
- vi). Strategic recruitment and selection is only concerned with filling immediate vacancies.
- vii). HR policies are influenced by both internal and external factors.
- viii). Employee engagement refers to employees' physical presence at work only.
- ix). Balanced Scorecard is used for evaluating HR performance.
- x). Competency-based HRM focuses only on technical skills.

Q. 2 Attempt either A or B.

[15]

- A. a) Explain the meaning and features of SHRM.

[08]

- b) What are the key HR challenges with reference to environment trends? [07]

OR

- B. c) Explain in brief the various models of SHRM. [08]
d) Distinguish between SHRM and Traditional HRM. [07]

Q. 3 Attempt either A or B. [15]

- A. a) Discuss the ways of managing HR surplus and HR shortages. [08]
b) What are the strategies for enhancing employee work performance? [07]

OR

- B. c) Explain the process of strategic human resources development. [08]
d) What is a resourcing strategy? Explain its objectives. [07]

Q. 4 Attempt either A or B. [15]

- A. a) What are the areas of HR policy in an organization? [08]
b) Explain the features of a sound HR policy. [07]

OR

- B. c) Discuss the barriers to effective implementation of HR policies and ways to overcome them. [08]
d) Explain the process of developing HR policies. [07]

Q. 5 Attempt either (A and B) or C. [15]

- A. What is competency based HRM? Explain the types of competencies. [08]
B. Discuss the factors influencing employee engagement. [07]

OR

C. Short Note: (Any 3) (5 marks each) [15]

- a) Advantages of SHRM
b) Purpose of HR policies
c) Employee Retention Strategies
d) Employee branding
e) New approaches of recruitment

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