

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.**

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.**

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.**

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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