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PROGRAMME AND BRANCH: M.Com.,

SEM	CATEGORY	COMPONENT	COURSE CODE	COURSE TITLE
I	PART - III	CORE ELECTIVE-2	P23CO1E2A	STRATEGIC HUMAN RESOURCE MANAGEMENT

Date : 14.11.2024 /AN

Time : 3 hours

Maximum: 75 Marks

Course Outcome	Bloom's K-level	Q. No.	SECTION - A (10 X 1 = 10 Marks) Answer ALL Questions.
CO1	K1	1.	Which of the following is NOT a major element of the strategic management process? a) Formulating strategy b) Implementing strategy c) Evaluating strategy d) Assigning administrative tasks
CO1	K2	2.	Which of the following is more flexible in nature a) HRM b) HRD c) SHRM d) HCM
CO2	K1	3.	Strategic human resource management involves _____. a) planning, foresight and analytical decision making b) setting employment standards and policies c) linking human resources with strategic objectives to improve performance d) all of the above
CO2	K2	4.	In strategic human resource management, HR strategies are generally aligned with _____. a) business strategy b) marketing strategies c) finance strategy d) economic strategy
CO3	K1	5.	The scope of strategic human resource management includes _____. a) Procurement b) Development c) Compensation d) all of the above
CO3	K2	6.	Strategic Human Resource Management function does not involve _____. a) Recruitment b) Selection c) Cost control d) Training
CO4	K1	7.	Which one of the following becomes a creative factor in production? a) Land b) Capital c) Consumers d) Human Resources
CO4	K2	8.	Human Resource Management aims to maximise employees as well as organisational _____. a) Effectiveness b) Economy c) Efficiency d) Performativity
CO5	K1	9.	Human resource management helps improve _____. a) Legal compliance b) Productivity c) Profits d) Power
CO5	K2	10.	Key factors in skills development and talent management are _____. a) A broad definition of talent to ensure inclusivity b) Finding a balance between staff development and making staff more employable c) Compliance with the EE Act d) Both (a) and (b)

Course Outcome	Bloom's K-level	Q. No.	SECTION - B (5 X 5 = 25 Marks) Answer ALL Questions choosing either (a) or (b)
CO1	K2	11a.	Outline the features of SHRM? (OR)
CO1	K2	11b.	List out the objectives of SHRM.
CO2	K3	12a.	What is linking SHRM and business performance? (OR)
CO2	K3	12b.	Classify the Human Resource Environment.
CO3	K3	13a.	Justify Strategic HR planning. (OR)
CO3	K3	13b.	Identify the need of recruitment and selection?
CO4	K4	14a.	Discuss the barriers to effective implementation of HR Policies. (OR)
CO4	K4	14b.	Write down the factors affecting HR policies?
CO5	K4	15a.	Analyse the influences in employee engagement? (OR)
CO5	K4	15b.	Evaluate HR competencies.

Course Outcome	Bloom's K-level	Q. No.	SECTION - C (5 X 8 = 40 Marks) Answer ALL Questions choosing either (a) or (b)
CO1	K4	16a.	Write down the advantages of SHRM. (OR)
CO1	K4	16b.	Discuss the basic steps of SHRM.
CO2	K5	17a.	Assess the models of strategic human resource management. (OR)
CO2	K5	17b.	Criticise the current environmental trends that influence human resources management.
CO3	K5	18a.	Elaborate the strategic human resource development process. (OR)
CO3	K5	18b.	Bring out the importance of reward system.
CO4	K5	19a.	Examine the process of HR development. (OR)
CO4	K5	19b.	Analyse the requisites of sound HR Policies.
CO5	K6	20a.	How do you manage employee competencies? (OR)
CO5	K6	20b.	How recommendations from current employees are an excellent source of recruitment?