

2.5 hours

75 marks

- Note: 1. Answer all the questions.  
2. Figures to the right indicate full marks.

Q1. A Multiple choice question (any 8) (8 mark)

1. Resourcing is \_\_\_\_\_ concerned with identifying the people and skills required to support the business strategy. (planning, staffing, strategy, policy)
2. Human Resource Planning means assessing \_\_\_\_\_ of business and deciding on people required general needs. (past needs, present needs, future needs, general needs)
3. The \_\_\_\_\_ Resource refers to the tools used to create and/or deliver an organization's product. (Techniques, Technology, Training, Transfers)
4. The \_\_\_\_\_ Resource refers to the money that is used to pay for all the organization's activities. (Finance, Banking, Marketing, Advertising)
5. The most extreme action to reduce a surplus is to \_\_\_\_\_ the employees (re-appoint, no-vacancy, lay-off, pay-on)
6. HRD Strategies can be aimed at an attracting and \_\_\_\_\_ human-capital as well as developing it. (repairing, retaining, recurring, renovating)
7. \_\_\_\_\_ strategy is a declaration of intent. (Reward, Return, Repaid, Respective)
8. Partnership Agreements are based on the concept of \_\_\_\_\_ partnership (nation, region, social, zonal)
9. Problems arise because of uncompetitive, inequitable or \_\_\_\_\_ pay systems (fair, unfair, clear, proportional)
10. Dissatisfaction with career prospects is a major cause of \_\_\_\_\_ (planning, preparation, presentation, turnover)

B State whether True or False (any 7) (7 mark)

1. HRM basically focuses on an organization's human resources.
2. SHRM takes the HRM model with its focus on strategy, integration and coherence.
3. Human Resource Management and Personnel Management both means the same.
4. SHRM relates to the creation of organizational capacity to suit the unique requirements
5. 24 x 7 internet service culture has a lot of pressure on today's people.
6. Workforce diversity has no impact on labour supply.
7. HRM has become more complex today.
8. Younger employees have no original outlook, lack of knowledge and absence of energy.
9. Flexibility strategy helps the management to adopt the best use of people to changing situations.
10. Strategic human resource planning must be viewed as a single act.

Q2 A. Explain in brief, the models of SHRM. (8 mark)

B. What are the barriers to SHRM? (7 mark)

OR

C. Explain the features of SHRM (8 mark)

D. Explain HR environment trends and HR challenges. (7 mark)

- Q3 A. What is Strategic HR Planning? What are its advantages? (8 mark)  
B. Explain the process of strategic human resource development. (7 mark)

**OR**

- C. What are rewards strategies? Explain its importance. (8 mark)  
D. Explain strategies for changing employee work performance. (7 mark)

- Q4.A. What are the barriers of effective implementation of HR policies and ways to overcome these barriers? (8 mark)

- B. Explain the importance of strategic HR policies to maintain work harmony (7 mark)

**OR**

- C. Explain the process of developing HR policies? (8 mark)  
D. Define Human Resource Policies. What are the areas of HR policies in an organisation? (7 mark)

- Q5 A. What is competency based HRM. Explain the types of competencies. (8 mark)

- B. Explain the approaches to Strategic International HRM. (7 mark)

**OR**

- C. Short Note (**Any 3**) (15 mark)

1. Outsourcing Strategies
2. Collaboration Strategies
3. Requisites of Recruitment Policy
4. Training and Development Policy
5. Benchmarking

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