SUBJECT CODE : 20HR/PC/SM34

M.A. DEGREE EXAMINATION, NOVEMBER 2022
HUMAN RESOURCE MANAGEMENT
THIRD SEMESTER

COURSE   : CORE
PAPER   : STRATEGIC HUMAN RESOURCE MANAGEMENT
TIME   : 3 HOURS   MAX . MARKS : 100

SECTION - A

ANSWER ALL QUESTIONS. EACH ANSWER SHOULD NOT EXCEED
50 WORDS: **(10 X 2 = 20)**

1. Define Strategic human resource management
2. What is meant by strategic human resource policy?
3. What is Job Retention?
4. List the approaches in Nontraditional Investment.
5. What is organizational Development?
6. What is meant by the term 'Team'?
7. Mention the issues in Employee Survey.
8. What is meant by e-selection?
9. Define Career.
10. What are the characteristics of Mid-career stage?

SECTION - B

ANSWER ANY FOUR QUESTIONS. EACH ANSWER SHOULD NOT
EXCEED 600 WORDS: **(4 X 10 = 40)**

11. List few differences between HRM and Strategic HRM.
12. Suggest few points why an organization should invest in employees training?
13. List few advantages and disadvantages of Team based organization.
14. List few differences between Selection and recruitment.
15. How can the HR use Competency Mapping for employees?
16. What are the roles of an HR in Reengineering process?

SECTION - C

ANSWER ANY TWO QUESTIONS. EACH ANSWER SHOULD NOT
EXCEED 1200 WORDS: **(2 X 20 = 40)**

17. Explain the concept of Career Planning Process with an example of your own choice.
18. Imagine that your been employed as a HR manager of TORA TOYS Private limited. This company is a toy producing company started in 1995. The specialty of the company was it produced beautiful handmade toys which captured the kids heart in later 1990's and was in the top position for a period of 10 years; the company started performing poor before 2 years. For the past 24 months there was reduction in benefits given to its employees. As a HR manager of TORA TOYS Private limited suggest few points to recover the company and bring it back to the top position.
19. Imagine that your been employed as a HR manager for SENTA IT Solutions. The company was established in 2001 it always believes in using technology to the maximum. Your first job in the company was to select suitable candidates to fill 105 Programmer job vacancies. You need to arrange for a large Selection process filtering 1500 qualified persons. How will you arrange for such a large selection drive- Support your answer with a flowchart.
20. Is it necessary to institute TQM Programmes in an organization? Support your answer with relevant examples.

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