

STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI 600 086
(For candidates admitted during the academic year 2020 -2021 and thereafter)

M.A. DEGREE EXAMINATION, NOVEMBER 2023
HUMAN RESOURCE MANAGEMENT
THIRD SEMESTER

COURSE : CORE
PAPER : STRATEGIC HUMAN RESOURCE MANAGEMENT
SUBJECT CODE : 20HR/PC/SM34
TIME : 3 HOURS **MAX . MARKS : 100**

SECTION - A

ANSWER ALL QUESTIONS. EACH ANSWER SHOULD NOT EXCEED

50 WORDS:

(10 X 2 = 20)

1. State the nature of Strategic Human Resources Management.
2. What is the expected role of HR Professionals in SHRM?
3. Recall the various alternatives to layoffs.
4. List the Importance of Human Capital Management.
5. List Non-Traditional Investment approaches.
6. Classify the various types of Organisation change.
7. Illustrate Virtual On boarding.
8. Which of the following issues affects the privacy of the Employee?
9. Differentiate skill and competency
10. What causes a career plateau?

SECTION – B

ANSWER ANY FOUR QUESTIONS. EACH ANSWER SHOULD NOT EXCEED

600 WORDS:

(4 X 10 = 40)

11. Distinguish traditional HRM with SHRM.
12. Discuss on Strategic Organisational renewal.
13. Identify top strategies to improve employee retention in an organisation.
14. Formulate Steps to effective organisation Change Management.
15. Describe how to design a HR portal.
16. Sketch the various stages representing Career planning Process.

SECTION - C

ANSWER ANY TWO QUESTIONS. EACH ANSWER SHOULD NOT

EXCEED 1200 WORDS:

(2 X 20 = 40)

17. Describe E performance management system.
18. Critically analyse why a business should consider offering flexible work arrangements.
19. Justify why companies should invest in Training and Development.
20. Summarise how Organisations will measure the competencies of their employees.
