

**STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI 600 086**  
(For candidates admitted during the academic year 2023 -2024 and thereafter)

**M.A. DEGREE EXAMINATION, NOVEMBER 2024**  
**HUMAN RESOURCE MANAGEMENT**  
**THIRD SEMESTER**

**COURSE : CORE**

**PAPER : STRATEGIC HUMAN RESOURCE MANAGEMENT**

**SUBJECT CODE : 23HR/PC/SM34**

**TIME : 3 HOURS**

**MAX . MARKS : 100**

| <b>Q. No.</b> | <b>SECTION A</b><br><b>ANSWER ALL THE QUESTIONS (50 WORDS) (10 x 2 = 20)</b>   | <b>CO</b> | <b>KL</b> |
|---------------|--|-----------|-----------|
| 1             | State the nature of human resource management.   | CO1       | K1        |
| 2             | Define career development models.  | CO1       | K1        |
| 3             | How are the HR strategies used to enhance performance?   | CO1       | K1        |
| 4             | Describe flexi work arrangements.  | CO1       | K1        |
| 5             | List out the CSR tools.  | CO1       | K1        |
| 6             | Compare strategic HRM vs traditional HRM.  | CO2       | K2        |
| 7             | How to manage career plateau?  | CO2       | K2        |
| 8             | What is organizational renewal cycle?  | CO2       | K2        |
| 9             | How do you measure return on investment in HR?   | CO2       | K2        |
| 10            | Cite few green HRM practices.  | CO2       | K2        |
| <b>Q. No.</b> | <b>SECTION B</b><br><b>ANSWER ANY FOUR QUESTIONS (600 WORDS)</b><br><b>(2 FROM K3 QUESTION &amp; 2 FROM K4 QUESTION)</b><br><b>(4 x 10 = 40)</b> | <b>CO</b> | <b>KL</b> |
| 11            | Construct a SHRM framework for a IT company.   | CO3       | K3        |
| 12            | How does organization manage change process?   | CO3       | K3        |
| 13            | Identify the investment perspective of HR in today's world.  | CO3       | K3        |
| 14            | Discuss the CSR model in India.  | CO4       | K4        |
| 15            | Categorize the concept and process of career planning in HRM?  | CO4       | K4        |
| 16            | Examine the difference between corporate philanthropy and corporate citizenship.   | CO4       | K4        |
| <b>Q. No.</b> | <b>SECTION C</b><br><b>ANSWER ANY TWO QUESTIONS (1200 WORDS)</b><br><b>(1 FROM K5QUESTION &amp; 1 FROM K6 QUESTION)</b><br><b>(2 x 20 = 40)</b>  | <b>CO</b> | <b>KL</b> |
| 17            | Evaluate the issues in employee privacy and how to design a best HR portal.  | CO5       | K5        |
| 18            | Appraise the challenges in detail during the strategic Organizational renewal.   | CO5       | K5        |
| 19            | Develop a competency mapping models for a service industry which will help in the carrer management.   | CO5       | K6        |
| 20            | How do companies focused on corporate social responsibility (CSR) work toward achieving the triple bottom line?                                  | CO5       | K6        |