

Instruction : All Questions in **Section I** carry equal marks
 Attempt any **TWO** questions in **Section I**
 Question V in **Section II** is **COMPULSORY**

Section I

Q I.

- A. Define SHRM. Explain the difference between traditional HRM and SHRM. (10)
 B. Discuss the factor determining the investment orientation of an organisation. (10)

Q II

- A. Explain the Barriers and Benefits of SHRM. (10)
 B. Discuss the competencies required for HR department to become a strategic partner. (10)

Q III

- A. Discuss the difference between Performance Management and Performance Appraisal. (10)
 B. Write Short notes on any two methods of Performance Appraisal. (10)

Q IV

- A. Discuss factors determining pay rates. (10)
 B. Explain Competency Based Pay meaning, advantages and disadvantages. (10)

Section II

QV MCQ (Attempt any 10) (10)

1. _____ work week means employee work fewer days each week, but each day they work longer hours.
 a. Job sharing b. Flexitime c. Compressed
2. _____ allows two or more people to share a single full-time job.
 a. Work sharing b. Flexitime c. Job sharing
3. In _____ method jobs are compared to each other on the overall worth of the job to the organization.
 a. Alteration Ranking b. Computerised based c. Paired comparison
4. In _____ method employees are rated from best to worst on a trait or traits.
 a. Graphic b. Web Monitoring c. Alteration

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5. People are treated as asset in Personnel Management. _____
True or False
6. Inability of HR to think strategically is a barrier to SHRM. _____
True or False
7. Workforce diversity, ageing population and ageing workforce are _____ trends affecting HRM.
a. Changing nature of work b. Societal c. Demographic
8. The traditional approach of HR viewed people as _____ to the organization.
a. Investment b. Income c. Cost
9. The line managers are _____ of HR.
a. Customer b. Consumer C. Employees
10. _____ is the elimination of jobs in a planned manner.
a. Downsizing b. Declining c. Decreasing
11. _____ work and flexible work hours provide employees with greater control over their personal lives.
a. Temporary b. Job sharing c. Work sharing
12. _____ is hiring someone outside the company to perform task that could be done internally.
a. Outsourcing b. Diversification c. Diversity
13. _____ pay means the company pays for the employees range, depth and types of skills and knowledge, rather than for the job title he or she holds.
a. Compressed b. Competency c. Flexi
14. _____ aims to determine a job's relative worth.
a. Job performance b. Job evaluation c. Job management
15. ESOS and _____ are regulated by the guidelines issued by the SEBI.
a. ESOP b. ESPS c. EPSS
16. _____ systems are computer network technology to allow managers access to their employees computers and telephones.
a. Electronic Performance Monitoring b. Electrical Performance Management c. Engineering Performance Monitoring
17. SHRM mould the human resource in such a way to attain the _____.
a. Organisation goal b. Profit c. Human being
18. The _____ and plan imply that there is a fit between HR Strategy and the organization's business strategy and between all of the HR activities.
a. pattern b. process c. people
19. SHRM encourages managers to be _____.
a. Active b. Proactive c. Reactive
20. The HR function today is seen as composed of two roles : _____ and strategic.
a. Personal b. Administrative c. Management

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