

- Q-1 (A) Discuss the difference between traditional HRM and SHRM. (7)
 Q-1 (B) Explain the factors determining the investment orientation of an organization. (7)

OR

- Q-1(A) Define SHRM and discuss its various components. (7)
 Q-1 (B) Explain the Difference between SHRM and HR strategies. (7)
 Q-2(A) Write a detailed note on various barriers affecting strategic HRM. (7)
 Q-2(B) Discuss 'changing nature of work' and 'changing nature of employment relationships' as environmental trends affecting HRM. (7)

OR

- Q-2(A) Discuss HRM- a Changing function. (7)
 Q-2(B) Discuss the competencies required of the HR department to become strategic partner. (7)
 Q-3(A) Discuss the difference between Performance appraisal and Performance Management. (7)
 Q-3(B) Explain any two methods of Performance Appraisal. (7)

OR

- Q-3(A) why performance management is required to full-tilt the debt of performance? Explain (7)
 Q-3(B) write a note: (7)
 How to avoid appraisal problems?

- Q-4(A) Explain any two methods of Job Evaluation. (7)

Q-4(B) Discuss in detail the process of pay-rates. (7)

OR

Q-4(A) Discuss the factors determining pay rates. (7)

Q-4(B) Explain Competency based pay in detail. (7)

Q-5 Do as Directed.(Attend any seven) (14)

- 1) What does the term "Human Capital" refer to in the context of SHRM?
 - a) The physical assets of an organization
 - b) The financial resources of an organization
 - c) The knowledge, skills, and abilities of employees
 - d) The organizational structure
- 2) Which of the following is a key challenge in implementing Strategic Human Resource Management?
 - a) Alignment of HR practices with organizational goals
 - b) Effective communication within the HR department
 - c) Consistency in hiring practices
 - d) Employee training and development
- 3) What is the primary benefit of a Flexible work schedule?
 - a) Increased job Security
 - b) Higher hourly wage
 - c) Enhanced work-life balance
 - d) More vacation days
- 4) _____ is the elimination of jobs in a planned manner.(Layoff/Downsizing)
- 5) The process of hiring outsiders for some of the organizational activities is known as _____ (Outsourcing/Outbounding)
- 6) Electronic monitoring method does not allow managers to monitor employee's rate, accuracy and time spent working online.(True/False)
- 7) Performance Management cannot be a source of stress for employee.(True/False)
- 8) The cafeteria approach can be cost-effective for employers.(True/False)
- 9) The people born after 2000 are known as Gen Y.(True/False)
- 10) What do you mean by 'wage curve'?
- 11) Any two advantages of Competency based pay.
- 12) Write a note on MBO.