

Time : 2-30 Hours]

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

**SECTION I**

- Q 1. A. Define SHRM. Explain the difference between traditional HRM and SHRM. (7)  
B. Discuss the factor determining the investment orientation of an organisation. (7)  
OR  
A. Discuss the risk involved in investing in human assets. (7)  
B. Explain in detail the link between HR strategy and business strategy. (7)
- Q2. A. Explain the Barriers and Benefits of SHRM. (7)  
B. Discuss Demographic, societal and workforce trends affecting HRM (7)  
OR  
A. Discuss the competencies required for the HR department to become a strategic partner. (7)  
B. Discuss: HRM is a changing function. (7)
- Q3. A. Discuss supervisors' role in appraising performance. (7)  
B. Write Short notes on any two methods of Performance Appraisal. (7)  
OR  
A. Discuss the difference between Performance Management and Performance Appraisal. (7)  
B. Discuss how to avoid appraisal problem (7)
- Q4 A. Discuss factors determining pay rates. (7)  
B. Discuss different types of Flexible Base Payments (7)  
OR  
A. Discuss the process of establishing pay rates. (7)  
B. Explain Competency Based Pay, its objective, advantages and disadvantages. (7)

**SECTION II**

Q5 MCQ (Attempt any 7) (14)

1. \_\_\_\_\_ work week means employees work fewer days each week, but each day they work longer hours.  
a. Job sharing b. Flextime c. Compressed

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2. In \_\_\_\_\_ method jobs are compared to each other on the overall worth of the job to the organization.  
a. Alternation Ranking    b. Computerised based    c. Paired comparison
3. People are treated as assets in Personnel Management. \_\_\_\_\_  
True or False
4. Inability of HR to think strategically is a barrier to SHRM. \_\_\_\_\_  
True or False
5. Workforce diversity, ageing population and ageing workforce are \_\_\_\_\_ trends affecting HRM.  
a. Changing nature of work    b. Societal    c. Demographic
6. The traditional approach of HR viewed people as \_\_\_\_\_ to the organization.  
a. Investment    b. Income    c. Cost
7. \_\_\_\_\_ work and flexible work hours provide employees with greater control over their personal lives.  
a. Temporary    b. Job sharing    c. Work sharing
8. \_\_\_\_\_ is hiring someone outside the company to perform tasks that could be done internally.  
a. Outsourcing    b. Diversification    c. Diversity
9. \_\_\_\_\_ 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
10. \_\_\_\_\_ 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
11. SHRM mould the human resource in such a way to attain the \_\_\_\_\_.  
a. Organisation goal    b. Profit    c. Human being
12. SHRM encourages managers to be \_\_\_\_\_.  
a. Active    b. Proactive    c. Reactive

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