

MASTER OF COMMERCE
FOURTH SEMESTER
STRATEGIC HUMAN RESOURCE MANAGEMENT
MCM – 401B

**SET
A**

[USE OMR SHEET FOR OBJECTIVE PART]

Duration: 3 hrs.

Full Marks: 70

Time: 30 mins.

(Objective)

Marks: 20

Choose the correct answer from the following:

1 × 20 = 20

1. What does the term “Human Capital” refer to in the context of SHRM?
 - a. Only financial resources
 - b. Employee knowledge, skills, and abilities
 - c. Ignoring employee contributions
 - d. Physical assets of the organization
2. perspective of HR proposes that HR is a critical success variable that must be integrated into all phases of organizational planning.
 - a. Fit
 - b. Functional
 - c. Economic
 - d. Typological
3. Which of the HR strategy is most likely to be found in firms where the business strategy is based on differentiation, such as quality, features, or service, rather than price?
 - a. Cost-cutting HR strategy
 - b. Commitment-based HR strategy
 - c. Bureaucratic HR strategy
 - d. Minimalistic HR strategy
4. An expatriate is best defined as:
 - a. A consultant hired for short-term projects
 - b. A local employee in a multinational corporation
 - c. An employee sent to work in a foreign country
 - d. A freelancer working remotely
5. The primary focus of strategic human resource management (SHRM) is.....
 - a. Payroll management and compliance
 - b. Aligning HR practices with organizational goals.
 - c. Employee attendance tracking
 - d. Conducting training programs only
6. What is International Human Resource Management (IHRM) primarily concerned with?
 - a. Managing HR functions within a single country
 - b. Managing HR across different countries and cultures
 - c. Monitoring the productivity of domestic workers
 - d. Recruiting employees for local businesses

7. In IHRM, the term 'repatriation' refers to:
 - a. Sending employees to work in foreign subsidiaries
 - b. Relocating employees back to their home country after an assignment abroad
 - c. Recruiting employees from local markets
 - d. Managing workforce diversity
8. Which challenge is commonly faced by multinational companies in IHRM?
 - a. Standardized policies easily fitting all countries
 - b. Conflict between global and local HR policies
 - c. Lack of interest in cultural diversity
 - d. Over-reliance on expatriates in all regions
9. Which of the following statement is incorrect:
 - a. The Harvard model acknowledges the existence of multiple stakeholders within the organisation and emphasize on the human side.
 - b. Michigan Model would be described as 'hard' HRM because it emphasises treating employees as a means to achieving the organisation's strategy, as a resource that is used in a calculative and purely rational manner.
 - c. Hard HRM assumes that decreasing productivity will continue to be management's principal reason for improving HRM
 - d. Harvard model is premised on the belief that it is the organisation's human resources that give competitive advantage through treating them as assets and not costs
10. What does e-HRM primarily focus on?
 - a. Managing employee salaries
 - b. Using technology to streamline HR processes
 - c. Conducting physical interviews
 - d. Reducing workforce size
11. Which of the following is a common tool used in e-Recruitment?
 - a. Newspaper advertisements
 - b. Online job portals
 - c. Handwritten applications
 - d. Word-of-mouth referrals
12. What is the primary purpose of Key Result Areas (KRA)?
 - a. To define job responsibilities
 - b. To measure employee performance
 - c. To track financial transactions
 - d. To create marketing strategies
13. Which of the following best describes a Key Result Area (KRA)?
 - a. A list of daily tasks
 - b. A set of measurable outcomes linked to organizational goals
 - c. A company's financial statement
 - d. A marketing campaign plan

14. What does a hybrid work model combine?
 - a. Work from Home and office-based work
 - b. Part-time and full-time employment
 - c. Day shift and night shift work
 - d. Freelancing and permanent roles
15. The poor quality of selection will mean extra cost on..... and supervision.
 - a. Training
 - b. Recruitment
 - c. Work quality
 - d. None of the above
16. How does an HRIS support employee training and development?
 - a. By providing a platform to deliver and track training programs
 - b. By managing employee performance and conducting performance appraisals
 - c. By tracking employee attendance and time off
 - d. By automating the recruitment and hiring process
17. What is the role of data analytics in an HRIS?
 - a. To analyze employee performance and identify training needs
 - b. To generate reports and insights on HR metrics and trends
 - c. To automate the payroll and benefits calculation process
 - d. To track employee attendance and time off
18. What is the concept of data security and confidentiality in an HRIS?
 - a. The protection of employee data from unauthorized access or disclosure
 - b. The accuracy and completeness of employee data stored in the system
 - c. The integration of HRIS with other business systems and applications
 - d. The ability to customize the system to meet specific HR requirements
19. How does an HRIS contribute to strategic HR decision-making?
 - a. By providing data and analytics to support workforce planning and talent management
 - b. By automating routine HR processes and administrative tasks
 - c. By managing employee payroll and benefits
 - d. All the above
20. How does an HRIS support performance management?
 - a. By providing a platform to set goals, track progress, and conduct performance evaluations
 - b. By automating the recruitment and hiring process
 - c. By tracking employee attendance and time off
 - d. By providing training and development opportunities for employees

(Descriptive)

Time : 2 Hr. 30 Mins.

Marks : 50

[Answer question no.1 & any four (4) from the rest]

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| 1. Discuss the concept of International HRM. Highlight the key differences between National and International HRM. | 4+6=10 |
| 2. Narrate in detail any two models of SHRM. | 5+5=10 |
| 3. Discuss the concept and components of Compensation. | 2+7=10 |
| 4. Narrate the steps involved in designing HR portals. | 10 |
| 5. Write a detailed note on HRIS. | 10 |
| 6. Narrate how HR strategies can be aligned with business performance. | |
| 7. What is recruitment? Highlight the different methods of recruitment. | 3+7=10 |
| 8. Write short notes on <u>(any two)</u> : | 5×2=10 |
| a) Work from home | |
| b) HR metrics | |
| c) Geo-politics | |

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