

**MASTER OF COMMERCE  
THIRD SEMESTER  
STRATEGIC HUMAN RESOURCE MANAGEMENT  
MCM – 305B**

**[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. \_\_\_\_\_ is one of the P included in the 5 Ps of Strategic HRM.
  - a. Psychology of Human Resources
  - b. Policies of Human Resources
  - c. Process of Human Resources
  - d. All of the above
2. The primary source of competitive advantage in SHRM is
  - a. People
  - b. Pattern
  - c. Technology
  - d. Process
3. KRA stands for
  - a. Knowledge Result Attitude
  - b. Key Research Areas
  - c. Key Result Areas
  - d. Knowledge Responeded Areas
4. Aligning the HR process with the organizational goal is the subject matter of \_\_\_\_\_
  - a. Traditional approach
  - b. Strategy formulation approach
  - c. Best fit approach
  - d. None of the above
5. When a manager is moved to another country for employment, he is called
  - a. International manager
  - b. Foreign manager
  - c. Repatriate
  - d. Expatriate
6. SHRM is the linkage between the human resource strategy and \_\_\_\_\_
  - a. Organizational Goal
  - b. Corporate-level strategies
  - c. Organizational Policies
  - d. All of the above
7. Strategic HR is more concerned with
  - a. Staff specialists
  - b. Line managers
  - c. Both line and staff managers
  - d. Floormen
8. \_\_\_\_\_ is any learning activity, which is directed towards future needs rather than present needs.
  - a. Training
  - b. Education
  - c. Instruction
  - d. Development
9. Which group of the workforce is regarded as career climbers?
  - a. Mature workers
  - b. Baby boomers
  - c. Baby busters
  - d. None of the above
10. Which of the following term is used as a synonym for VRS?
  - a. Diamond deal
  - b. Golden handshake
  - c. Expatriation
  - d. All the above

11. Which of the following is not included in the safety program for achieving good results during the prevention of accidents?
  - a. Development of safe working conditions
  - b. Promotion of employees participation in safety
  - c. Compensation and medical payment
  - d. Corrective action when safety rules are ignored
12. Advantages of Outsourcing doesn't include
  - a. Avoid over staffing
  - b. Avoid difference in HRM
  - c. Reduce cost
  - d. None of the above
13. SHRM was first time evolved in the year \_\_\_\_\_.
  - a. 1964
  - b. 1974
  - c. 1984
  - d. 1994
14. The purpose of \_\_\_\_\_ is to teach theoretical concepts and develop a sense of reasoning and judgment.
  - a. Development
  - b. Training
  - c. Education
  - d. Teaching
15. Which of the following labour standard is set by World Trade Organization?
  - a. Freedom to form association
  - b. Restriction on child labour
  - c. Both (a) & (b)
  - d. None of the above
16. SHRM Considers people as a strategic resource for attaining
  - a. Organizational Goal
  - b. Organizational Objectives
  - c. Competitive advantage
  - d. Top Position in the market
17. Which one of the following is a trend we are seeing with expatriation?
  - a. Expatriate jobs have increased due to globalisation
  - b. Support package beginning to be denied for expatriate's partner
  - c. Decreased benefits for legal and financial blocks
  - d. Increased compensations
18. Which of these are deciding factors for companies when deciding to outsource?
  - a. Demand
  - b. Profitability
  - c. Company weakness
  - d. All of those
19. Which of the following factors state the importance of Human Resource Planning?
  - a. Creating highly talented personnel
  - b. International strategies
  - c. Resistance to change and move
  - d. All of the above
20. Which Act provides for the provision of Medical Benefit to the insured employees?
  - a. Workmen Compensation Act, 1923
  - b. Employees State Insurance Act, 1948
  - c. Maternity Benefit Act, 1961
  - d. Contract Labour (Regulation and Abolition Act), 1970

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**(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 evolution of Strategic Human Resource Management.                         | 10     |
| 2. Highlight the difference between Human Resource Management and Strategic HRM.         | 10     |
| 3. Discuss the HR policies practiced in Indian Banking Industry.                         | 10     |
| 4. What is Work-life balance? Discuss the need for work-life balance.                    | 4+6=10 |
| 5. What is compensation? Discuss elaborately the different determinants of compensation. | 3+7=10 |
| 6. Write short notes on:   | 5+5=10 |
| a) Voluntary Retirement scheme   |        |
| b) Repatriation  |        |
| 7. What is training? Highlight the difference between training and development.          | 4+6=10 |
| 8. Write short notes on ( <i>any two</i> )   | 5×2=10 |
| a) ILO   |        |
| b) Job Analysis  |        |
| c) E-training  |        |
| d) Key Result Areas  |        |

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