

(For the candidates admitted from 2024–2025 onwards)

M.Com. DEGREE EXAMINATION, MAY 2025.

First Semester

STRATEGIC HUMAN RESOURCE MANAGEMENT

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL the questions

1. Stat any two objectives of strategic Human Resource Management.
2. List any two barriers to SHRM.
3. State the meaning of HR environment.
4. What is business performance in SHRM?
5. State the meaning of strategic HR planning.
6. What do you mean the term retention strategy?
7. State the meaning of rewards strategy.
8. State the purpose of HR Policies.
9. What is called as out sourcing?
10. What is employee engagement?

PART B — (3 × 5 = 15 marks)

Answer any THREE questions.

11. List out the objectives of SHRM.
12. State the environmental trends and HR challenges.
13. Explain strategic recruitment and selection process.
14. State the requisites of sound HR policies.
15. Explain competency based HRM.

PART C — (5 × 8 = 40 marks)

Answer ALL the questions.

16. (a) Discuss the major barriers to SHRM.

Or

- (b) Describe the changing role of HR Professionals.

17. (a) Examine the high commitment Management model in SHRM.

Or

- (b) How do you link SHRM and Business performance in modern organisations?

18. (a) How do you manage HR surplus and shortages?

Or

- (b) Mention the strategies for enhancing employee work performance.

19. (a) Examine the process of developing HR policies.

Or

- (b) Write short notes on the following;

- (i) Performance appraisal
- (ii) Barriers to effective implementation of HR policies.

20. (a) Discuss the major factors influencing Employee engagement.

Or

- (b) Explain the new approaches to recruitment and employer branding.
