

SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN
(AUTONOMOUS)

(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)
Chromepet, Chennai - 600 044.

M.Com. - END SEMESTER EXAMINATIONS - APRIL 2025

SEMESTER - IV

23PCOCT4013 - Strategic Human Resource Management

Total Duration : 2 Hrs. 30 Mins.

Total Marks : 60

Section B

Answer any **SIX** questions ($6 \times 5 = 30$ Marks)

1. What are the major advantages of SHRM for organizations? Give examples.
2. How do organizations manage HR surplus and shortages effectively?
3. Explain HR policies ensure fair and effective performance appraisal.
4. Discuss the benefits of competency-based HRM for effective execution of HRM functions.
5. Discuss the major environmental trends affecting human resource management.
6. Analyze the role of recruitment and selection in shaping an organization's competitive edge.
7. Describe the process of developing HR policies with relevant examples.
8. Discuss various strategies organizations can adopt to enhance employee engagement. Which is the most effective approach?

Section C

I - Answer any **TWO** questions ($2 \times 10 = 20$ Marks)

9. Discuss the changing role of HR professionals in today's business environment.
10. Compare and contrast the High-Performance, High-Commitment, and High-Involvement models of SHRM. Which model is most effective in today's organizations?
11. Critically examine how organizations use compensation as a tool for gaining a competitive advantage.
12. Analyze how a company overcame barriers to HR policy implementation and improved its workforce management.

II - Compulsory question ($1 \times 10 = 10$ Marks)

13. Compare different types of competencies and their impact on employee performance.
