

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.A. HRM - END SEMESTER EXAMINATIONS - APRIL 2025

SEMESTER - III

22PHRCT3010 - 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. List differences between traditional HR vs. strategic HR.
2. Illustrate the value chain analysis developed by Michael Porter that classifies various organizational activities.
3. Prepare a short note on the economic indicators of HRM.
4. Explain the major barriers to SHRM.
5. Describe in brief the planned job transition.
6. Classify the three types of job separations.
7. Explain any one downsizing strategy by Kim Cameron.
8. Examine the matrix proposed by David Martin and Kathryn Bartol used for managing turnover.

Section C

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

9. Explain Hendry and Pettigrew, Harvard Model, Integrating Strategic Change and Human Resource Management.
10. Prepare detailed note on the types of Corporate Career Management.
11. Examine critically the advantages and disadvantages of HR outsourcing.
12. Appraise on the strategic issues involved in ethics at the workplace.

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

13. Diagnose the major factors and variables relating to PEST analysis.
