

Third Semester M.Com. Degree Examination, December 2016
Paper – H.C – 3.4 : Strategic Human Resource Management (New)
COMMERCE

Time : 3 Hours

Max. Marks : 70

SECTION – A

Answer **any ten** of the following sub-questions. **Each** sub-question carries **two** marks. **(2×10=20)**

1. a) What do you mean by SHRM ?
- b) Define the term outsourcing.
- c) State any three merits of organization culture.
- d) What is a reward ?
- e) Write a brief note on career development.
- f) State any four demerits of expatriation.
- g) What do you mean by demotion ?
- h) What is business strategy ?
- i) Define the term competitive advantage.
- j) What is management system ?
- k) Define the term 'competency'.
- l) What is off-shoring ?

SECTION – B

Answer **any four** of the following questions. **Each** question carries **five** marks. **(4×5=20)**

2. Explain the salient features of strategic human resource management.
3. Explain the benefits of HR strategies.

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4. Describe the barriers of strategic HR.
5. Briefly explain the role of learning in organizational development.
6. What are the repatriation strategies ? Explain.
7. Distinguish between traditional HRM and strategic HRM.

SECTION – C

Answer **any three** questions. **Each** question carries **ten** marks. **(3×10=30)**

8. Describe the key influencing on factors strategic human resources management.
 9. Explain in detail about manpower recruitment and selection strategies.
 10. Describe in detail on global strategic management process.
 11. What are the managerial benefits of mergers and acquisitions ? Elucidate.
 12. Explain the different H.R. strategies used by MNC's.
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