

**STRATEGIC HUMAN RESOURCE MANAGEMENT**

**Subject Core (SC) Course- Human Resource Management**

**Course No: 304**

**Sem-III**

**QUESTION BANK**

**UNIT I**

**Introduction to Strategic Human Resource Management**

Sr.no	Question	Marks
1	Define Strategic Human Resource Management.	2
2	Illustrate any two objectives of HRM	2
3	Disclose meaning of strategic fit.	2
4	List down any two types of HR strategies	2
5	Summarize the objectives of SHRM.	2
6	Illustrate the importance of SHRM	5
7	Evolution of SHRM Types of HR strategies, Linking HR strategies to business strategies	5
8	Describe the Evolution of SHRM	5
9	Distinguish between HRM and SHRM	10
10	How a Strategist or a manager can link HR strategies to business strategies	10
1	Clarify the term HR cost.	2
2	Explain the meaning of Human Capital management.	2
3	State the meaning of career planning.	2
4	Enumerate the meaning of Investments in HR	2
5	Clarify the meaning of Valuation of human resources in a strategic level	2
6	Summarize process of Formulation of HR strategies	5
7	Differentiate between Strategic HR vs traditional HR .	5
8	Disclose the term HRM in knowledge economy	5

9	Enumerate the Challenges and issues in implementation of HR strategies in Indian context	10
10	Elaborate the significance of HR strategies in Indian context.	10
1	Define Business strategy.	2
2	Explain the meaning of Human Resource planning	2
3	Clarify the link between Business Strategy & HRP	2
4	State the meaning of Job Analysis.	2
5	Define Job Description.	2
6	Clarify the concept Job Specification.	2
1	Explain the process of Job Analysis.	5
2	Discuss the advantages of Job analysis.	5
3	Exemplify the concept of HRP process in detail	10
4	Differentiate between demand and supply forecasting	10
5	Explain the process of Forecasting and analysing HR demand.	10
6	Throw light on HR Supply forecasting (external and internal factors )	10
7	Suppose you are a manager in a FMCG company, how will you forecast employee demand for your company.	10

r.no	UNIT IV SPECIFIC HR strategies Questions	Marks
1	Discover the term Talent Management	2
2	Explain the concept of Career Planning.	2
3	What do you mean by Succession planning	2
4	Discuss the concept of Compensation	2
5	Clarify the concept of Employee engagement?	2
6	Summarise the significance of Career Planning	5
1	Write the advantages of succession planning.	5
2	Compare the term Career planning and Succession Planning.	10
3	Summarize any two Employee engagement strategies	5
4	Restate the importance of Talent Management	5
5	Discuss the objectives of Employee engagement	5
6	Explain the process of Career Planning.	10
7	List down the reward strategies implemented by Indian companies.	10

8	Summarise the benefits of succession planning	10
9	Prepare a list of Employee engagement strategies and discuss in detail	10
<b>Sr.no</b>	<b>GLOBALDIMENSIONS TO HR STRATEGY Questions</b>	<b>Marks</b>
1	What do you mean by the term Global competitive advantage	2
2	Explain the term OCTAPACE.	2
3	What do you mean by Global business ethics	2
4	Discuss the concept of cross cultural management	2
5	Clarify the concept of SHRM in international context	2
6	Define the term human resource information system.	2
7	Discuss the process of developing cross cultural sensitivity	5
8	Restate the challenges in SHRM	10

