

Please check whether you have got the right question paper.

N.B: All questions are compulsory.

- Q.1** Attempt **any two**:- **15**
- a) Define Strategic Human Resource Management (SHRM) Explain its significance in today's competitive world
 - b) Explain in detail the High Commitment Management Model.
 - c) Explain the interface between SHRM and business performance.
- Q.2** Attempt **any two**. **15**
- a) What is meant by Employee Resourcing? Explain its objectives.
 - b) Suggest ways to overcome employee surplus in organisations.
 - c) Explain how Strategic compensation can be a key for competitive advantage
- Q.3** Attempt **any two**. **15**
- a) Elaborate on all the areas of Human Resource policies in an organization
 - b) Discuss the need for periodic review of HR policies
 - c) "Effective HR polices help to maintain the workplace harmony" Do you agree? Justify
- Q.4** Attempt **any two**. **15**
- a) What is Employee Engagement? Explain the factors influencing employee engagement.
 - b) Explain the advantages and limitations of E-recruitment.
 - c) Discuss the approaches to International SHRM
- Q.5** Analyses the case and answer the questions given below:- **15**
- Mr.Hira was working as a General Manager in Vintage Limited. From the post of the General Manager, he was promoted to the post of Senior General Manager. However even after his promotion, he was deprived of the changed compensation programme that was due to him.
- Mr. Hira was depressed and thought of resigning from the post of Senior General Manager. He approached the HR Department to get the clarification on the terms and conditions used for promotions and the promotion policy in general
- Questions:-
- i. Analyse the above case. **03**
 - ii. According to you what should be the contents of an ideal promotion policy. **06**
 - iii. Is resignation a justified solution for Mr. Hira? How can such grievances be redressed? **06**
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