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G. VENKATASWAMY NAIDU COLLEGE (AUTONOMOUS), KOVILPATTI - 628 502.



PG DEGREE END SEMESTER EXAMINATIONS - NOVEMBER 2025.

(For those admitted in June 2025 and later)

PROGRAMME AND BRANCH: M.Com.

SEM	CATEGORY	COMPONENT	COURSE CODE	COURSE TITLE	
I	PART - III	CORE ELECTIVE - 2	P25CO1E2A	STRATEGIC HUMAN RESOURCE MANAGEMENT	

Date & Session: 12.11.2025/FN Time: 3 hours Maximum: 75 Marks

Course Outcome	Bloom's K-level	Q. No.	<u>SECTION - A (10 X 1 = 10 Marks)</u> Answer <u>ALL Questions.</u>
CO1	K1	1.	SHRM stands for a) Soft Human Resource Management b)Strong Human Resource Management c) Strategic Human Resource Management d)Sole Human Resource Management
CO1	K2	2.	The key roles for Strategic Human Resource Managers include a) Strategic partner b) Administrative expert c) Employee champion d) All of the above
CO2	K1	3.	High Performance Working models are closely associated with which Strategic Human Resource Management approach. a) Best Fit b) Best Practice c) Resource Dependency d) Control – based
CO2	K2	4.	The central idea of High Involvement Management Model is that employees should a) Focus only on routine tasks b) Avoid challenging managerial authority c) have greater participation in decision making d) be closely monitored by managers
CO3	K1	5.	Strategic Human Resource Development views employees as a) Replaceable costs b) Temporary workforce c) External resources only d) strategic assets and sources of competitive advantage
CO3	K2	6.	The first step in the Strategic Human Resource planning process is a) Environmental scanning b) Training and Development c) Recruitment and selection d) performance appraisal
CO4	K1	7.	Which of the following helps the employee to improve their efficiency? a) Development b) Training c) Transfer d) Promotion
CO4	K2	8.	Performance appraisal refers to of an employee. a) Training b) Placement c) Assessment d) Induction
CO5	K1	9.	The key driver of employee engagement is a) Opportunities and development b) Micromanagement c) Lack of Recognition d) Poor communication

CO5	K2	10.	The process of acquiring, training, apprising and compensating employees is called a) Talent Management b) Human Capital Management c) Strategic Management d) Supply Chain Management
Course Outcome	Bloom's K-level	Q. No.	$\frac{\text{SECTION} - B \text{ (5 X 5 = 25 Marks)}}{\text{Answer } \frac{\text{ALL}}{\text{Questions choosing either (a) or (b)}}$
CO1	K2	11a.	State the objectives of Strategic Human Resource Management. (OR)
CO1	K2	11b.	Write the Evolution of Strategic Human Resource Management.
CO2	K2	12a.	List out the key components of High Performance Working Model. (OR)
CO2	K2	12b.	Outline the principles of High Commitment Management Model.
CO3	КЗ	13a.	Elaborate the process of Strategic Human Resource Development. (OR)
CO3	КЗ	13b.	Explain the objectives of Resourcing Strategy.
CO4	КЗ	14a.	Explain the features of Human Resource polices. (OR)
CO4	КЗ	14b.	Examine the requisites of sound Human Resource policies.
CO5	K4	15a.	Explain the various types of competencies. (OR)
CO5	K4	15b.	Describe the importance of Employee Branding.

Course Outcome	Bloom's K-level	Q. No	$\frac{\text{SECTION} - C \text{ (5 X 8 = 40 Marks)}}{\text{Answer } \frac{\text{ALL}}{\text{Questions choosing either (a) or (b)}}$
CO1	K4	16a.	Analyze the Changing role of HR Professionals. (OR)
CO1	K4	16b.	Examine the barriers to Strategic Human Resource Management.
CO2	K5	17a.	Illustrate the benefits of High Involvement Management Model. (OR)
CO2	K5	17b.	Analyse the Environment trends and HR Challenge.
CO3	K5	18a.	Illustrate the advantages of Strategic Human Resource Planning. (OR)
CO3	K5	18b.	Describe the importance of Reward Strategies in Strategic Human Resource Management.
CO4	K5	19a.	Elucidate the factors affecting Human Resource planning. (OR)
CO4	K5	19b.	Examine the various methods of Performance Appraisal.
CO5	K6	20a.	Discuss the various factors influencing Employee Engagement. (OR)
CO5	К6	20b.	Evaluate the benefits of competencies for effective execution of HRM functions.