

**M.Com 2<sup>nd</sup> Semester Final Examination, 2021**

**STRATEGIC HUMAN RESOURCE MANAGEMENT**

**Paper: COM 2066**

**Time: 3 hours**

**Marks: 80**

1. Write short notes on **any eight** of the following questions in about 50-75 words: (8 x 5= 40)

- (i) Demographic trends in SHRM
- (ii) Organisational learning
- (iii) Spillover effect
- (iv) Variable Pay
- (v) Broadbanding
- (vi) Benefits and limitations of HR accounting
- (vii) Seniority vs Merit
- (viii) Repatriation process
- (ix) Behaviourally Anchored Rating Scale
- (x) HR Audit

2. Answer **any four** of the following questions in about 100-150 words: (4 x 10=40)

- (i) The global outbreak of Covid-19 pandemic has brought about many changes in the way organisations work. In this context, describe the recent trends in HR that have evolved in the workplace using appropriate examples. (10)
- (ii) “*The 360 degree appraisal approach is more appropriate for developmental purposes than for evaluative purposes*”. Justify the statement. Also identify the problems associated with this method. (10)
- (iii) The MNC culture has led to offices remaining open for 24 hours and employees working in day and night shifts. How do you think this has affected the work-life balance of employees? Also discuss some initiatives taken by Indian companies to help their employees maintain a good work-life balance. (6+4=10)
- (iv) Staffing issues in international HRM is more complex than domestic HRM. Discuss how the MNCs make their international staffing decisions. Use suitable examples. (10)
- (v) What is the need to have a different compensation package for the executives of an organization? Discuss the components of executive compensation. (5+5=10)

(vi) One of the prime reasons for expatriation failure is inability of the expatriate to cope with a foreign culture. Highlight the significance of providing cross-cultural training to expatriates. Also describe the various types of cross-cultural training provided by organisations. (6+4=10)

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