CMS 508

III Semester M.Com. Degree Examination, December 2018
Choice-Based Credit System (CBCS)
COMMERCE
Optional (HRDAM)
Strategic Human Resource Management

Time : 3 Hours

Max. Marks : 70

SECTION – A

Note : Answer **any four** questions out of seven, **each** question carries **10** marks, answer to **each** question should not exceed **four** pages. : **(10×4 = 40)**

1. Discuss the objectives and functions of strategic human resource management.

2. Write an explanatory note on high performance work.

3. Explain the steps to be followed in selection process in strategic human resource management.

4. Differentiate between performance appraisal and potential appraisal.

5. Give an account of settlement of Industrial disputes mechanism.

6. Discuss the strategy to be used for retaining employees in an organisation.

7. Bring out the HR Audit procedure in an organisation with suitable example.

SECTION – B

Answer **any two** questions out of **three** questions, **each** question carries **15** marks, answer to **each** question should **not** exceed **7** pages. **(15×2 = 30)**

8. Enumerate the concept of incentive pay plans under globalised era.

9. Critically evaluate the settlement mechanism of Industrial disputes.

10. Outline in detail sources and methods of recruitment process in MNC's.

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