UNIVERSITY OF THE PUNJAB

Seventh Semester – 2019
Examination: B.S. 4 Years Program

PAPER: Strategic Human Resource Management
Course Code: BBA-408   Part–I (Compulsory)

MAX. TIME: 15 Min.
MAX. MARKS: 10

Attempt this Paper on this Question Sheet only.
Please encircle the correct option. Division of marks is given in front of each question.
This Paper will be collected back after expiry of time limit mentioned above.

Q.1.   Encircle the right answer, cutting and overwriting is not allowed.   (1x10=10)

1. Selection process typically begins with _____
   - A.   Testing and reviewing work samples
   - B.   Interviewing candidates
   - C.   Screening applications and resumes
   - D.   Checking references and background

2. The extent to which something provides economic value greater than its cost is called_____.
   - A. Reliability
   - B. Validity
   - C. Generalizability
   - D. Utility

3. Which of the following include/s in determining effectiveness of a performance measure?
   - A. Fit with strategy
   - B. Acceptability
   - C. Validity
   - D. All the above

4. The purpose/s of performance management system is/are_____.
   - A. Operational
   - B. Administrative
   - C. Strategic
   - D. Both B&C

5. _____ is the extent to which performance on a measure is related to what the measure is designed to assess.
   - A. Reliability
   - B. Validity
   - C. Generalizability
   - D. Utility

6. Contracting with another organization to perform a broad set of services is known as_____.
   - A. Offshoring
   - B. Outsourcing
   - C. Both A & B
   - D. None of the above

7. _____ is defined as a training method that represents a real-life situation, with trainees making decisions resulting in outcomes that mirror what would happen on the job.
   - A. Experiential program
   - B. Simulation
   - C. Apprenticeship
   - D. Internship

8. Personnel policies are designed to promote _____ in an organization.
   - A. Fair decision making
   - B. Customer service
   - C. Workplace safety
   - D. All of the above

9. The basic managerial skill(s) is (are).
   - A. To supervise
   - B. To motivate
   - C. To stimulate
   - D. All of the above

10. Performance development plan is set for the employees by_____.
    - A. Employer
    - B. Department head
    - C. Immediate boss
    - D. All of the above

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Roll No. ....

PAPER: Strategic Human Resource Management
Course Code: BBA-408   Part – II

MAX. TIME: 2 Hrs. 45 Min.
MAX. MARKS: 50

ATTEMPT THIS (SUBJECTIVE) ON THE SEPARATE ANSWER SHEET PROVIDED

Q.2.   Questions with short answers.   **(10x2=10)**

1. What is the difference between traditional HRM and SHRM?
2. Define "core competencies" in SHRM.
3. What is an HR balanced scorecard?
4. What is a high performance work system?
5. Differentiate between centralization and decentralization of an organization.
6. Differentiate between internal and external recruitment?
7. Is performance-based pay effective? Why or why not?
8. What is a high performance work system?
9. What is the significance of resource based view of Strategic HRM?
10. Define talent management?

Q.3.   Questions with brief answers.   **(10x3=30)**

1. What is meant by engagement? How engagement and discretionary behaviour is linked?
2. Define strategic human resource management? Discuss the evolution of its SHRM models in detail?
3. How does global human resource management differ from domestic human resource management?