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**PRESIDENCY UNIVERSITY**

**Bengaluru**

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| **End - Term Examinations – MAY 2025** |
| **Date:** 22-05-2025 **Time:** 09:30 am – 12:30 pm |

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| **School:** SOM-UG | **Program:** BBA General with HR | |
| **Course Code:** BBA3018 | **Course Name:** Strategic Human Resource Management | |
| **Semester**: VI | **Max Marks**: 100 | **Weightage**:50% |

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| **CO - Levels** | **CO1** | **CO2** | **CO3** | **CO4** | **CO5** |
| **Marks** | **11** | **28** | **33** | **28** |  |

**Instructions:**

1. *Read all questions carefully and answer accordingly.*
2. *Do not write anything on the question paper other than roll number.*

**Part A**

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| **Answer ALL the Questions. Each question carries 2 marks. 10Q x 2M=20M** | | | | |
| 1. | Write who are the key players in strategic HRM. | 2 Marks | L1 | CO1 |
| 2. | Why strategic assessment is needed? | 2 Marks | L1 | CO1 |
| 3. | What are the various Components of Strategic HRM? | 2 Marks | L1 | CO2 |
| 4. | List any two criteria of an effective HR strategy. | 2 Marks | L1 | CO2 |
| 5. | Mention the Strategies required for Developing a Climate of Trust. | 2 Marks | L1 | CO3 |
| 6. | Define Knowledge Management. | 2 Marks | L1 | CO3 |
| 7. | Define organizational transformation in the context of business management | 2 Marks | L1 | CO3 |
| 8. | Mention one-way top management supports strategic HRM. | 2 Marks | L1 | CO4 |
| 9. | State one strategic function of the HR director | 2 Marks | L1 | CO4 |
| 10. | Name one strategic activity performed by HR specialists. | 2 Marks | L1 | CO4 |

**Part B**

**Answer ALL the Questions. Each question carries 7 Marks. Total Marks 35M**

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| 11. | a. | Using the 5 P Model of SHRM (Philosophy, Policies, Programs, Practices, and Processes), apply it to create an HR strategy for a start-up looking to scale operations | 07 Marks | L2 | CO1 |
| Or | | | | | |
| 12. | a. | Apply the key features of SHRM to align the HR strategy with the overall business strategy in a manufacturing company. | 07 Marks | L2 | CO1 |

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| 13. | a. | Strategic HRM influence organizational decision-making at the highest level. Explain. What tools can HR leaders use to ensure HR strategies are aligned with overall business objectives? | 07 Marks | L2 | CO2 |
| Or | | | | | |
| 14. | a. | Describe the critical elements of the 5 P Model of Strategic Human Resource Management, and how does it guide HR decision-making? | 07 Marks | L2 | CO2 |

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| 15. | a. | You are leading a team with high turnover and low trust. Describe and apply three strategies to develop a climate of trust, including specific actions and expected results. | 07 Marks | L2 | CO3 |
| Or | | | | | |
| 16. | a. | Explain the links to HR strategy and business goals with examples. | 07 Marks | L2 | CO3 |

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| 17. | a. | Apply your understanding of HR strategy process issues to identify and solve a misalignment between a company’s business strategy and its current HR practices | 07 Marks | L2 | CO3 |
| Or | | | | | |
| 18. | a. | "Can you explain the key elements of an effective corporate strategy and describe how strategic intent influences decision-making within an organization?" | 07 Marks | L2 | CO2 |

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| 19. | a. | Typical process-related issues arise during creating HR strategies, Describe how may these issues be resolved | 07 Marks | L2 | CO3 |
| Or | | | | | |
| 20. | a. | Illustrate how an HR Director can apply strategic workforce planning to address skills gaps in a healthcare organization. | 07 Marks | L2 | CO4 |

**Part C**

**Answer any Three Questions. Each question carries 15 marks 3Q x 15M=45M**

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| 21. | a. | Apply your understanding of SHRM limitations to critically assess a failed HR strategy in a case organization. Suggest improvements based on your analysis | 15 Marks | L3 | CO1 |

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| 22. | a. | "Explain the benefits of adopting SHRM practices in an organization. How do SHRM practices enhance employee performance and contribute to business success?" | 15 Marks | L3 | CO2 |

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| 23. | a. | Briefly explain how HR's strategic position vary from its more conventional administrative duties, and what are the essential skills that HR professionals need to master to be successful in a strategic role? | 15 Marks | L3 | CO4 |

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| 24. | a. | Given a scenario where an organization is undergoing digital transformation, explain how HR specialists can apply strategic HRM principles to support this change | 15 Marks | L3 | CO4 |