



# PRESIDENCY UNIVERSITY

BENGALURU

Roll No.														
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## Mid - Term Examinations – October 2025

Date: 10-10-2025

Time: 02.00pm to 03.30pm

<b>School:</b> SOC/SOM-UG	<b>Program:</b> BAV	
<b>Course Code:</b> BBA3018	<b>Course Name:</b> Strategic Human Resource anagement	
<b>Semester:</b> V	<b>Max Marks:</b> 50	<b>Weightage:</b> 25%

CO - Levels	C01	C02	C03	C04	C05
<b>Marks</b>	<b>16</b>	<b>34</b>	-	-	-

### Instructions:

- (i) Read all questions carefully and answer accordingly.
- (ii) Do not write anything on the question paper other than roll number.

### Part A

Answer ALL the Questions. Each question carries 2 marks.

5Q x 2M=10M

1	How is the term <i>strategy</i> defined?	2 Marks	L	C01
2	What obstacles exist in implementing strategic HRM?	2 Marks	L	C01
3	In what ways is SHRM different from conventional HRM?	2 Marks	L	C02
4	What steps are involved when organizations create a strategic HR plan?	2 Marks	L	C02
5	How does SHRM influence organizational decision-making?	2 Marks	L	C02

### Part B

Answer the Questions. Each question carries 10 marks.

4Q x 10M=40M

6.	Interpret the concept of Strategic Human Resource Management (SHRM) and differentiate it from traditional HRM approaches.	10 Marks	L	C01
Or				

7.	Explain how the 5P Model (Philosophy, Policies, Programs, Practices, and People) serves as a framework for guiding HRM activities in an organization.	10 Marks	L	CO 1
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8.	Illustrate the different types of HR strategies and explain how their objectives and outcomes vary.	10 Marks	L	CO 1
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**Or**

9.	Interpret how strategic HRM contributes to building a high-performance workforce and describe the key performance metrics organizations use to evaluate employees.	10 Marks	L	CO 2
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10.	<p>Strategic personnel planning has long been employed by IBM to match its talent pool with corporate objectives. HRM was crucial in overseeing the company's transition from hardware to software and services. Business executives and IBM's HR department work together to predict skill needs and adjust talent acquisition strategies accordingly. Additionally, it has made investments in reskilling initiatives to guarantee that workers can move into new positions as the business develops.</p> <p>Q. In times of organizational change, how does IBM's strategic HRM approach assist the company in managing workforce transitions and matching talent with business needs?</p>	10 Marks	L	CO 1
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**Or**

11.	"Explain how strategic HRM contributes to the development of managerial and leadership skills."	10 Marks	L	CO 2
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12.	<p>XYZ Technologies, a mid-sized IT company, has been facing challenges in retaining skilled employees. Although the company offers competitive salaries, many employees leave due to lack of career development opportunities and unclear performance evaluation systems. The HR department has been tasked with aligning its policies to the company's mission of "innovation through people." To achieve this, HR is considering strategies like structured training programs, succession planning, and introducing performance-linked rewards.</p> <p>Question</p> <p>As the HR manager, how would you design a strategic HRM plan to improve employee retention and align human resource practices with XYZ Technologies' mission and long-term objectives?</p>	10 Marks	L	CO 2
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**Or**

13.	Explain how Strategic Human Resource Management (SHRM) helps in creating a competitive advantage for organizations. Can you provide examples of companies that have effectively used HR as a strategic driver of success?"	10 Marks	L	CO 1
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