



# PRESIDENCY UNIVERSITY

BENGALURU

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## End - Term Examinations - December 2025

Date: 19 / 12 / 2025

Time: 01:00pm - 04:00pm

School: SOC / SOM (UG)	Program: BBA		
Course Code : BBA3018	Course Name: Strategic Human resource Management		
Semester: 5th	Max Marks:100	Weightage:50%	

CO - Levels	C01	C02	C03	C04
Marks	25	25	25	25

### 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 2marks.

10Q x 2M=20M

1.	Define <i>Strategic Human Resource Management (SHRM)</i> .	2 Marks	L1	C01
2.	State one possible way to overcome a limitation of SHRM in modern organizations.	2 Marks	L1	C01
3.	What are the steps involved in formulating an HR strategy?	2 Marks	L2	C02
4.	Identify any two key issues that may arise during HR strategy implementation.	2 Marks	L2	C02
5.	Define <i>knowledge management</i> .	2 Marks	L2	C03
6.	Explain an example of a commitment strategy that promotes employee engagement	2 Marks	L2	C03
7.	Explain two HR practices that can help build a climate of trust in the workplace.	2 Marks	L3	C03
8.	Apply the roles of a CEO by relating them to how they function in an organizational situation.	2 Marks	L3	C04
9.	Apply the importance of knowledge management by showing how it supports organizational activities.	2 Marks	L3	C04
10.	Apply key HR practices to demonstrate how they operate within an organization.	2 Marks	L3	C04

## Part B

**Answer ALL the Questions. Each question carries 7 marks.**

**5Q x 7M = 35M**

<b>11.</b>	State the limitations of SHRM and list ways to overcome these challenges.	<b>07 Marks</b>	<b>L1</b>	<b>CO1</b>
<b>Or</b>				
<b>12.</b>	State how the 5P model helps align HR practices with business strategy	<b>07 Marks</b>	<b>L1</b>	<b>CO1</b>
<b>13.</b>	Describe how HR strategy can support business performance, using an example	<b>07 Marks</b>	<b>L2</b>	<b>CO2</b>
<b>Or</b>				
<b>14.</b>	Write a short note on the <i>relationship between corporate strategy and HR strategy</i> .	<b>07 Marks</b>	<b>L2</b>	<b>CO2</b>
<b>15.</b>	Describe the concept of commitment strategy. How can organizations use this approach to improve employee loyalty and engagement?	<b>07 Marks</b>	<b>L2</b>	<b>CO3</b>
<b>Or</b>				
<b>16.</b>	What is organizational effectiveness? Describe any two strategies for it with suitable examples.	<b>07 Marks</b>	<b>L2</b>	<b>CO3</b>
<b>17.</b>	Apply an example to show how top management contributes to the success of strategic HRM.	<b>07 Marks</b>	<b>L3</b>	<b>CO4</b>
<b>Or</b>				
<b>18.</b>	Illustrate how HR practices impact organizational performance by applying a suitable example.	<b>07 Marks</b>	<b>L3</b>	<b>CO4</b>
<b>19.</b>	Explain why emotional intelligence is important for a good leader, using a simple example.	<b>07 Marks</b>	<b>L2</b>	<b>CO3</b>
<b>Or</b>				
<b>20.</b>	What are leadership training programs, and how do they help someone become a better leader? Give one example.	<b>07 Marks</b>	<b>L2</b>	<b>CO3</b>

## Part C

**Answer any three Questions. Each question carries 15marks**

**3Q x 15M=45M**

<b>21.</b>	State how SHRM integrates organizational strategy and human resource functions, and give examples.	<b>15 Marks</b>	<b>L1</b>	<b>CO1</b>
<b>22.</b>	Explain the various process issues involved in HR strategy implementation and describe solutions to overcome these challenges.	<b>15 Marks</b>	<b>L2</b>	<b>CO2</b>
<b>23.</b>	Explain the <i>different types of HR strategies</i> used in organizations. How can these strategies be tailored to fit specific business needs?	<b>15 Marks</b>	<b>L2</b>	<b>CO2</b>

<b>24.</b>	Imagine you are an HR manager in a growing company. Explain how you would apply effective recruitment, training, performance management, and reward practices to improve employee engagement and create a positive workplace culture. Give suitable examples.	<b>15 Marks</b>	<b>L3</b>	<b>C04</b>
<b>25.</b>	Explain how team-building activities and collaboration between departments help improve communication and problem-solving in an organization. Give suitable examples.	<b>15 Marks</b>	<b>L2</b>	<b>C03</b>