



Avinashilingam Institute for Home Science and Higher Education for Women
Deemed to be University Estd.u/s 3 of UGC Act 1956, Category A by MHRD [now MoE]
Re-accredited with an 'A++' Grade by NAAC. CGPA 3.65/4, Category I by UGC
Coimbatore - 641 043, Tamil Nadu, India

Continuous Internal Assessment – II – April 2025
II Semester

Class: I Year
Branch: MBA/ MBA (SF)

Time: 2 Hours
Max. Marks:60

23MBAC12- Strategic Human Resource Management

Course Outcomes:

On the Completion of the course students will be able to

CO1: Identify the Strategic issues in HR and design an appropriate HR Model.

CO2: Understand Work behaviour with competencies and skill sets to manage disruptions in knowledge economy.

CO3: Relate the impact of HR on other operations to achieve organizational excellence.

CO4: Handle HR Challenges and facilitate smooth running of the organization.

CO5: Work as a strategic partner in the employed Organization to analyse internal capabilities and create HR as a strategic business enabler.

PART A

6 x 1 = 6

Choose the Correct Answer

- 1 One of the following comes under modern Performance Appraisal methods **CO3 K2**
 - a. Ranking method
 - b. Grading method
 - c. BARS
 - d. Factor comparison method

- 2.----- is the systematic and periodic training of an employee towards his future position **CO3 K1**
 - a. Performance appraisal
 - b. Succession Planning
 - c. Potential Appraisal
 - d. Performance Management

3. The following method is used to give to trainees the important information in permanent form for operational level employees- **CO2 K1**
 - a. Lecture methods
 - b. Training by doing
 - c. Written Instructional method
 - d. Apprenticeship

4. On the job training includes all except- **CO3 K2**
 - a. Coaching
 - b. Conference
 - c. Understudy
 - d. All of these

- 5.The combination of peer, superior, subordinate and self-review appraisal is known as **CO3 K2**
 - a. 360° appraisal
 - b. Human resource accounting system
 - c. 720° Appraisal
 - d. Feed forward

6. The cognitive domain hierarchy of learning starts with- **CO4 K2**
 - a. Perception
 - b. Personality
 - c. Knowledge
 - d. Motivation

PART B
Answer ALL questions
Each answer should not exceed 400 words or two pages

3 x 6 = 18

- 7.a. Difference between Performance Appraisal Vs Performance Management
(Or) **CO1 K4**
- 7.b. Briefly sketch on Stock Option Schemes. **CO3 K1**
- 8.a. Enumerate on Kolb's on the components of Learning Cycle
(Or) **CO2 K2**
- 8.b. What inputs are needed for Pay Roll Calculation? **CO1 K2**
- 9.a. Illustrate Career Planning Process. **CO4 K3**
- (Or)
- 9.b. Give a note on Green HRM strategies. **CO4 K4**

PART C
Answer ALL questions
Each answer should not exceed 800 words or four pages

3x12=36

- 10.a. Examine the various Performance Appraisal methods to assess employees in IT Sector.
(Or) **CO1 K3**
- 10.b. Explain the Five Phase Model for Training and its applicability in current scenario **CO3 K4**
- 11.a. Elaborate on Monetary and Non- Monetary Benefits. **CO4 K3**
- (Or)
- 11.b. Discuss any 4 latest trends of HRM With Suitable examples. **CO3 K5**
12. **Case Study:** (Compulsory Question) **CO4 K6**

United Foods Pvt Ltd. Is a reputed Food company having 10 branches in different parts of the State. Their staffs include 290 operative employees and 70 executives. The company has a performance rating plan under which the staff members are rated at the end of each financial year, by a committee of two executives by means of graphic scale. The qualities considered are: responsibilities, initiative, dependability, leadership potential, cooperative attitude and

Team cohesiveness. After the performance is evaluated, the ratings are discussed with the concerned employees by their immediate boss and are used to counsel them and arrange further training for them. The ratings are also used for granting or withholding of Increments and promoting of meritorious staff. Recently, two employees working at the Head

Office have been denied annual increments due to comparatively low ratings. They have made a representation the Chief Executive of the company expressing their dissatisfaction with the appraisal system and they insisted e-appraisal format based on scientific facts related to their performance

Periodically The employees seem to organise a union and demand that annual increments should be granted automatically. The Chief Executive feels that performance appraisal might lead to friction among employees and it should be discontinued altogether.

Questions:

- (a) If you were the Human Resource Manager, how would you defuse the problem?
- (b) How far do you agree with the Chief Executive's view that performance appraisal should be discontinued?
- (c) On what lines would you recommend modifications in the Performance Appraisal System of in the company?

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