SNS COLLEGE OF ENGINEERING, COIMBATORE

STRATEGIC HUMAN RESOURCE MANAGEMENT

QUESTION BANK

Unit I - Human Resource Development   **Two Marks**

1. Define HRM
2. Mention the important HRM practices.
3. Define HRD.
4. Mention the features of HRD
5. Write any 4 features of HRD.
6. List down the objectives of HRD.
7. Mention the roles of a HRD professional
8. Mention the Limitations of HRD Needs Assessment?
9. Mention any Two recent Trends in HRD
10. Write down the importance of HRD.
11. What are the elements of employee profile?
12. What do you mean by Vision?
13. Define Mission.
14. What are the importances of Vision?
15. Give any two differences between Vision and Mission?
16. Mention any 4 significance of vision.
17. Write down the limitations of vision.
18. What are the characteristics of good Mission?
19. State any 4 components of Mission statement.
20. What do you mean by values?
21. State two Benefits of Values?
22. What is organizational analysis?
23. What is Potential Appraisal?
24. What Portfolio Theory?
25. Define HRD Need Assessment.
26. List any 2 objectives of HRD Need Assessment
27. Mention the 4 main types of HRD Needs.
28. What are the different types of bench marking?
29. Write note on Strategic capabilities.
30. Mention any Two Roles of HRD Professional?
31. Define HRD Audit.
32. Mention any Four Benefits of HRD Audit?
33. List down two limitations of HRD Audit?
34. Define SHRM.
35. Mention the nature of SHRM
36. What are the needs of SHRM
37. Write 4 importance of SHRM.
38. Mention any 2 ways to overcome the Barriers of SHRM.16 MARKS

16 Marks:

1. What is HRD? Explain the strategic framework for HRD
2. How HRM is different from HRD. Explain.
3. Explain the features & objectives of HRD
4. Describe in detail the Strategic framework of HRM & HRD
5. List out the challenges of an Organization. How do the HRD functions support to overcome this challenge?
6. Explain various HRD interventions for the development of an organization.
7. Define Vision. Explain the significance and limitations of vision.
8. What are the good characteristics & components of a mission statement? What are benefits, the mission statement brings benefits to an organization?
9. Define Value. Explain the classification and benefits of values.
10. Explain the HRD functions.
11. How is HRD performance measured? Explain with examples.
12. Explain the HRD Strategies?
13. Define HRD Need Assessment. Explain the types and levels of HRD Need Assessment.
14. Discuss the Process and Technique HRD Needs Assessment?
15. Explain the Methods of HRD Program implementation?
16. Write a Note on Link to HR, Strategy and Business Goal?
17. Outline the role of HRD Professional?
18. Explain in detail the various approaches for Evaluating HRD programmes.
19. List down the role of HRM to create Strategic Capability and its recent trends.
20. Explain the various techniques for Bench marking.
21. How is HRD audit carried out in organizations?
22. Discuss the barriers of SHRM and the techniques to overcome those barriers.

Unit II – E-Human Resource Management

2 Marks

1. Define e-HRM.
2. What are the needs for e-HRM?
3. What is operational HRM
4. Differentiate transactional & transformational HRM
5. Mention few advantages of eHRM.
6. What do you mean by e-employee profile?
7. List down the legal issues in maintaining e-employee profile.
8. What is e-recruitment?
9. What is virtual learning?
10. What is e-Learning?
11. Mention the objectives of e-learning

12. What are the advantages of eLearning?

16marks

1. What is E-HRM and discuss its importance in training and development.
2. Explain in detail the eHRM activities.
3. What are the different components of e-Employee profile? Discuss.
4. Outline the procedure of creating and maintaining e-employee profile.
5. Explain the process of e-Recruitment with a special mention about the advantages and disadvantages.
6. Narrate the various methods of e-Recruitment.
7. What is e-selection? Explain the e-tests used for e-selection and its challenges
8. Differentiate recruitment and selection and give guidelines for the effective recruitment.
9. What are the advantages and disadvantages of e-recruitment?