



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

4th SEMESTER (BATCH 2018-20)

CLASS TEST - I

Strategic HRM (18MB1402C)

Total Marks : 15

Time: 1 Hour

(Answer as per the instruction given in each question)

I. Answer the following questions

[1X5=5]

1. What is strategic management?
2. Explain the importance of SHRM.
3. State few objectives of SHRM.
4. What is the role of HRM in strategic management?
5. Mention any two major emerging issues of SHRM.

II. Answer any two of the following :

[2.5X2=5]

1. How SHRM differs from HRM?
2. Discuss the step by step process of SHRM.
3. Write a short note on 'Best Fit' Approach versus 'Best Practice' Approach.

III. Answer any one of the following :

[5X1=5]

1. What are the different approaches to strategic HRM?
2. Assume the position of a consultant, hired to assess the approach towards human resources management taken by a client organization. What factors might you evaluate whether an organization uses a traditional or strategic approach to manage its human resources?
