

SRINIVASAN ENGINEERING COLLEGE

PERAMBALLUR-621 212

QUESTION BANK

III SEMESTER

BA9268-STRATEGIC HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT

UNIT I

PART B

1. Explain the strategic frame work of HRM and HRD?
2. What are the challenges to organizations?
3. Explain the HRD functions?
4. Explain the roles of HRD professionals?
5. What is the HRD needs assessment?
6. Explain the HRD practices?
7. What are the measures of HRD performance?
8. Explain the linkages between HR, STRATEGY and business goals?
9. Explain the HRD program implementation and evaluation?
10. Explain in detail the process of benchmarking?

UNIT II

PART B

1. Explain in detail about e-employee profile?
2. Explain the concept of e-training and development?
3. Write about development and implementation of HRIS?
4. Processes of designing HR portals- explain?
5. What are the issues to be considered in employee privacy?
6. What are the issues to be considered in employee surveys online?

UNIT III

PART B

1. Explain the factors influencing cultural dynamics?
2. Explain cultural assessment?
3. Explain the cross cultural education and training?
4. Linkages between leadership and strategic issues in international assignments?
5. What are the current challenges in out sourcing?
6. Explain the difficulties in cross border M&A?
7. Process of repatriation- explains?
8. Process of building multicultural organization – explain?
9. International compensation – procedure?

UNIT IV

PART B

1. What are the stages of career?
2. Explain career planning and its process?
3. Explain the models of career?
4. What is career motivation and enrichment?
5. How to manage plateaus?
6. What is the procedure to follow in designing effective career development systems?
7. What is competencies and career management?
8. Explain competency mapping models?
9. Explain equity based compensation?
10. Explain competency based compensation?

UNIT V

PART B

1. Explain the necessary skills required for effective coaching?
2. Explain the components of counseling programs?
3. What are the employee health and welfare programs?
4. What is work stress? Sources and its consequences?
5. Explain the stress managing techniques?
6. Explain the eastern and western practices in coping stress?
7. Explain the self management concepts?
8. Explain the emotional intelligence concepts?
9. Explain the role of HR in coaching and counseling?
10. How to make coaching and counseling effectiveness?