Q.1 Define strategic HRM. What are the main points of difference between SHRM and human resource strategies? How can HR strategies help an organization to create competitive advantage?

Q.2 Explain the competency-based approach to selection. Why had this approach gained importance in the current business environment? Describe the linkage between business strategy and the effectiveness of the recruitment and selection process.

Q.3 Explain how the performance management system can be aligned with the business strategy of the organization. Describe the assessment centre approach to performance management?

Q.4 What do you understand by the term ‘repatriation’? What are the major concerns and anxieties of managers who are on international assignments? What initiatives can the organization take to address these concerns and to facilitate repatriation of the manager posted abroad?

Q.5 Why is training a critical strategic issue for organizations? What issues should be taken into consideration while training a global workforce?

Q.6 What is the meaning of cultural sensitivity? Explain two cross cultural theories with relevant examples.

Q.7 Write short notes on any two of the following:

(a) Investment in disabled
(b) Organizational ethics in international context
(c) Human side of mergers and acquisitions.