



Shri Shankaracharya Institute of Professional Management & Technology
DEPARTMENT OF MANAGEMENT STUDIES
QUESTIONS BANK

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EMERGING ISSUES IN HRM

Unit 1

1. Describe the perspective of International Human Resource Management.
2. Write down the changing role of Human Resource Management in this Globalized environment.
3. What are the various environmental factors which affect Human Resource Management practice? Also identify the nature of changing Indian business environment.
4. What is International Human Resource Management? Explain its characteristics along with its model.

Unit 2

1. What do you understand by Virtual organization? Explain its characteristics & types.
2. What is Human Resource Audit? What are its different components?
3. Explain in detail the process of HR Audit along with its approaches.
4. Differentiate between traditional and virtual business organizations.
5. Explain in detail the scope of HR Audit.

Unit 3

1. Define Human Resource Accounting. Write its objectives in detail.
2. Explain the advantages and disadvantages associated with HR Accounting.
3. Explain the various methods of valuing human resource. Also explain how cost of Human Resources can be controlled?
4. Write short notes on any 2 of the following:
 - Lev & Schwartz Model
 - Historical cost-based HR Accounting Method
 - Replacement cost-based HR Accounting Method

Unit 4

1. Define HRIS. Explain the objectives and benefits associated with HRIS.
2. How can an organization design HRIS? What are its limitations?
3. What are the different uses of HRIS? How is it advantageous for an organization?

Unit 5

1. What do you understand by Six Sigma practices? Explain the methodologies used in Six Sigma.
2. Elucidate the concept of Competency Mapping. Write its uses.
3. Write short notes on:
 4. Flexi work options
 5. Induction Program and its importance
 6. DMAIC in Six Sigma
7. Explain the concept of 360-degree feedback as a tool for Performance Appraisal.