



# PIONEER INTERNATIONAL UNIVERSITY

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## UNIVERSITY EXAMINATIONS

**ACADEMIC YEAR:** 2021/2022

**SEMESTER:** SEP-DEC

**UNIT CODE:** HRMG 4111

**UNIT NAME:** STRATEGIC HUMAN RESOURCE MANAGEMENT

**DATE:** DEC 2021

**TIME:** 2 HOURS

**Instructions:** Answer **SECTION A (Compulsory)** and Any Other Two Questions

### **IMPORTANT NOTICE !!!!!!!!!!!**

**The following are the possible consequences if found guilty of an Examination Offence:**

- a) Expulsion from the University.**
- b) Academic Leave.**

### **QUESTION ONE (30MARKS)**

- (a)** How does strategic human resource management compare with ordinary human resource management? **(10 marks)**
- (b)** A human resource manager should be well versed with the corporate environment. Justify **(10 marks)**
- (c)** Explain the concept of SHRM and its needs in today world. **(10 marks)**

### **QUESTION TWO (20MARKS)**

- (a)** Identify the steps of the strategic management process **(20 marks)**

### **QUESTION THREE (20MARKS)**

- (a)** How does the strategically oriented compensation system differ from the traditional compensation system? **(20 marks)**

### **QUESTION FOUR (20MARKS)**

- (a)** Explain the theoretical approaches to the relationship between the human resources strategy and the business strategy. **(20 marks)**

### **QUESTION FIVE (20MARKS)**

How important is forecasting to a human resource manager? **(20 marks)**