

Roll No.

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247407

May, 2019

MBA - II SEMESTER

STRATEGIC HUMAN RESOURCE MANAGEMENT

(MBA/HRM 215)

Time : 3 Hours]

[Max. Marks : 75

Instructions :

1. *It is compulsory to answer all the questions (1.5 marks each) of Part-A in short.*
2. *Answer any four questions from Part-B in detail.*
3. *Different sub-parts of a question are to be attempted adjacent to each other.*

PART-A

1. (a) Significance of SHRM to organization. (1.5)
- (b) What is strategic fit. (1.5)
- (c) What are the objectives of off shoring. (1.5)
- (d) What is career development system. (1.5)
- (e) Write short not on restructuring. (1.5)
- (f) What is HR bundles approach. (1.5)
- (g) Define International Human Resource management. (1.5)

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- (h) Write short note on restructuring. (1.5)
- (i) Distinguish between domestic and International HRM. (1.5)
- (j) What is Behaviourally Anchored Rating Scales (BARS). (1.5)

PART-B

- 2. (a) Define strategic advantages of strategic human resource management. Explain the challenges in front of management to fulfill the challenges. (10)
- (b) Discuss the role of human resource as an asset to organization. (5)

- 3. (a) Differentiate between SHRM and traditional human resource. Which one is suitable in present environment. Give suitable examples. (5)
- (b) Discuss strategic linkage of job analysis. (10)

- 4. Explain the role of SHRM in achieving business goals and ensuring effective growth of the organization. (15)

- 5. Discuss Linkage of recruitment and selection to business strategy. Support the argument with suitable examples. (15)

- 6. (a) What is strategic approach to career management systems. (10)
- (b) Discuss Strategic linkage of performance management system. (5)

- 7. Write short notes on :
 - (a) Downsizing.
 - (b) Cultural issues in Mergers and acquisitions.
 - (c) Outsourcing and off shoring. (5×3=15)