

Roll No.

Total Pages : 3

701316

December 2022

MBA - IIIrd SEMESTER

Strategic Human Resource Management (MS-HR-213)

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) What are the components of SHRM? (1.5)
- (b) What role are Human resource managers expected to play in the knowledge economy? (1.5)
- (c) Differentiate between the micro and macro perspectives of HRP. (1.5)
- (d) Discuss the factors that determine an organization is investment-oriented in its management of human resources. (1.5)

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- (e) What are the constituents of career management? (1.5)
- (f) Illuminate upon competency-based approach to HRM. (1.5)
- (g) Write a note on downsizing. (1.5)
- (h) What is meant by knowledge workers? (1.5)
- (i) Differentiate between outsourcing and offshoring. (1.5)
- (j) Enlist the major international environmental factors that affect HRM. (1.5)

PART-B

- 2. Describe the evolution of Strategic FIRM. Also, discuss the main points of difference between Traditional HR and Strategic HR. (15)
- 3. Compare and contrast best fit and best practice approaches to the management of human resources. (15)
- 4. (a) Define human resource planning. Describe the interaction between strategic planning and human resource planning. (10)
- (b) Is Job analysis the cornerstone of all HRM practices? Explain the strategic importance of job analysis. (5)

- 5. Discuss various forms of contingent work arrangements as an alternative to permanent hiring. Also, discuss the pros and cons of hiring permanent workers. (15)
- 6. Explain the term performance management. Identify the major points of difference between traditional performance appraisal and the new performance management system. (15)
- 7. What are the basic components of a compensation and reward system? Explain the business and compensation strategy linkage in organisations. (15)