

Registration No:

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Total Number of Pages: 02

Course: MBA

Sub\_Code: 18MBA402C/18PTMBA602C

4<sup>th</sup> / 6<sup>th</sup> Semester Regular/Back Examination: 2023-24

SUBJECT: Strategic HRM

BRANCH(S): BA, BM, FM, FM&HRM, GM, HRM, IB, LSCM, MBA, MM, RM, MBAP

Time: 3 Hour

Max Marks: 100

Q.Code : P517

Answer Question No.1 (Part-1) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right hand margin indicate marks.

**Part-I**

**Q1 Answer the following questions:**

**(2 x 10)**

- What is Strategic HR?
- What is the objective of Strategic HRM?
- How Strategic HR is different from Traditional HR?
- Define Strategic Performance Management System.
- What are the 5 principles of SHRM?
- Define core competency.
- What are the main characteristics of SHRM?
- What do you understand by best fit approach?
- What are the competencies of Global Management?
- What are high performances works practices? State in few lines.

**Part-II**

**Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)**

- Training & Development is mandatory or luxury in 21<sup>st</sup> century. What is your view on this? Explain.
- Organizational outcomes depend on the performance of HRM? Do you agree? Justify.
- What are the strategic issues in International Assignments? Discuss.
- To get Global competitive advantage we need Global Competent managers. What is your view? Explain.
- What can be the possible strategies for Training and Development? Elaborate.
- Is Investment in job secure workforce commendable? Explain it.
- Aligning HR Strategy with Business strategy is the need of the hour. Explain.
- What do you understand by the investment practices for improved retention? How to retain the talents?
- What is core competency? How it gives the competitive advantage to the organization?
- What is the sustainable Global competitive advantage? Explain.
- What are transnational strategies in HRM? Elaborate.
- What do you mean by integrated HR system? Justify its importance.

**Part-III**

**Only Long Answer Type Questions (Answer Any Two out of Four)**

- Q3** What differentiates HRM from SHRM? Explain with suitable example. **(16)**
- Q4** High performance working practices is related to Organizational performance. Justify. **(16)**
- Q5** What are the methods of recruitment in Global SHRM? Explain in detail. **(16)**
- Q6** Write notes on the following **(16)**  
i. Strategies for Employee Engagement.  
ii. Corporate Ethics, values, and SHRM.