

Registration No :

--	--	--	--	--	--	--	--	--	--

Total Number of Pages : 02

MBA / MBAP
18MBA402C / 18PTMBA602C

4th Semester Regular/ Back Examination: 2022-23

SUBJECT : Strategic HRM

MBA,FM&HRM,LSCM,RM,BA,FM,GM,HRM,IB,MM,MBA (M & F),MBA(PT)

Time : 3 Hour

Max Marks : 100

Q.Code : M339

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 the course Objective of SHRM?
- Define Strategic HRM in your own words.
- What do you mean by Strategic HR?
- How Strategic HR is different from Traditional HR?
- What is Investment perspective in HR?
- What is an Integrated HR System?
- What do you understand by Best Fit Approach?
- Define Strategic Performance Management.
- What is competence of Global Managers? State in few lines.
- What are Strategic HR Policies?

Part-II

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

- Investment in Training & Development is essential in an Organization. Explain with the benefits of investment in Training & Development.
- How can we link HRM Practices to Organization Outcomes? Elaborate with example.
- What are the emerging issues in Strategic HRM? Explain.
- What can be the possible strategies for Training and Development?
- To get Global competitive advantage we may need Global Competent Managers. Do you agree? Elaborate.
- Distinguish between expatriation & repatriation.
- Discuss the strategic issues in international assignments.

- h) Differentiate between 'Best Fit' approach and 'Best Practice' approach.
- i) Managing Global human Resources is a challenging task. Why it is so? Explain with your own understanding.
- j) High Performance Practices are essential to derive competitive advantage. Explain.
- k) How the strategy will help for a better utilization of Human Resources in an Organization? Explain.
- l) Core competencies derive the competitive advantage. If you agree on the statement, explain with example.

Part-III

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

- Q3** Alignment of HRM with Business Strategy is very much essential for growth and profit. How the Organization align both HRM & Business Strategy. Explain with approaches. **(16)**
- Q4** What are the various approaches to strategic HRM? Explain detail. **(16)**
- Q5** What is the investment prospective of Human Resources? In which area of the HRM the investment to be made and why? **(16)**
- Q6** Write notes on the following **(16)**
- i. Employee Engagement Strategy.
 - ii. Corporate Ethics, Values & SHRM