

Roll No. ....

**12628**

**MBA 2 Yr. 3rd Semester New Scheme**

**2019-20**

**Examination – March, 2021**

**STRATEGIC HUMAN RESOURCE MANAGEMENT**

**Paper : 20IMG23GH5**

*Time : Three Hours ]*

*[ Maximum Marks : 80*

*Before answering the questions, candidates should ensure that they have been supplied the correct and complete question paper. No complaint in this regard, will be entertained after examination.*

**Note :** Section – A is *compulsory*. Attempt *one* question from each Unit in Section – B. All questions carry equal marks.

**SECTION – A**

1. Define the following : 2 × 8 = 16
- (a) Strategic HRM
  - (b) HR Outsourcing
  - (c) Steps of HR Planning
  - (d) Off Shoring

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- (e) Staffing
- (f) Career Development
- (g) Compensation and Benefits
- (h) Distinctive HR Practices

## SECTION – B

### UNIT – I

2. Outline the objectives of HRM. Critically examine the evolution and present state of Human Resource Management in India. 16
3. Explain the challenges and Barrier in Strategic HRM. 16

### UNIT – II

4. Explain the significance and objectives of Human Resource Planning. 16
5. Explain the following : 8 × 2 = 16
  - (a) Best Practices
  - (b) Bundle Approach

### UNIT – III

6. Write a detailed note on reward and compensation system of HRM. 16

7. What are the functions and importance of staffing system in Human Resource Management ? 16

### UNIT – IV

8. What are strategic options ? What are the steps involved to develop strategic option (SOP) ? 16
9. Write a detailed note on downsizing and restructuring. 16