

Roll No.

12083

MBA 2 Year 4th Semester

Examination – May, 2019

STRATEGIC HUMAN RESOURCE MANAGEMENT

Paper : 17IMG24DH2

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 contains eight short answer type questions of 2 marks each. All the questions are **compulsory**. Section B attempt **four** questions in all, selecting **one** question from each Unit. All questions carry equal marks.

SECTION – A

1. Write short notes on the following :

- (a) Knowledge worker
- (b) Management value
- (c) Bench marking
- (d) Analyzers
- (e) Application blank
- (f) Fringe benefits
- (g) Off-shoring
- (h) Expatriates

SECTION – B

UNIT – I

2. Explain the concept of SHRM. Discuss its evolution and characteristics.
3. Conceptualize the term knowledge economy. Discuss various roles played by HR manager in present environment.

UNIT – II

4. Explain strategic fit framework. Discuss the linkages between business strategy and HR strategy.
5. What is human resource planning ? What are its objectives ? Explain various factors which make HRP significant.

UNIT – III

6. What is strategic selection ? Discuss selection process in detail.
7. What is the importance of compensation ? Discuss various components of compensation.

UNIT – IV

8. Write notes on :
 - (a) Mergers and HR practices
 - (b) Downsizing
9. Differentiate between domestic and international labour markets. Explain various skills required to manage international markets.