

7. What is compensation ? Explain its components. Discuss the strategic importance of compensation system. (16)

Part - IV

8. What is downsizing ? When do organisations adopt this strategy ? What are the precautions to be taken while downsizing the organisation ? (16)

9. Write a note on International Labour Markets. How are they different from domestic markets ? (16)

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**MBA 2 Year 4th Semester
(N.S.) 2011-2013 Examination-
May, 2017**

**STRATEGIC HUMAN RESOURCE
MANAGEMENT**

Paper : MBA-407

Time : 3 hours

Max. 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 the examination.

Note : Section-A comprises of Eight Short Answer Type question of two marks each and is **compulsory**. In Section-B attempt **four** questions in all, selecting **one** question from each unit. All questions carry equal marks.

S ON - A

1. Conceptualize the following terms : (16)
- (a) Human capital
 - (b) Change Agent
 - (c) Micro HRP
 - (d) Stakeholder approach
 - (e) Employee level
 - (f) BARS
 - (g) Restructuring
 - (h) Outsourcing

S ON - B

T - I

2. Define Knowledge Economy. Discuss the importance of the framework and the role of HR in Knowledge Economy. (16)

56075-1950-(P-4)(Q-9)(17)

2)

3. Differentiate between traditional and strategic HRM. What are the challenges of SHRM in present scenario ? (16)

UNIT - II

4. Define Human Resource Planning. Discuss the objectives of HRP. What are the various types of planning ? (16)
5. Discuss the linkage between HRM and Firm performance. Explain Bundles Approach in detail and its critical analysis. (16)

UNIT - III

6. Define the term 'Training' and 'Development'. What is the role of Training in career development ? (16)

56075-1950-(P-4)(Q-9)(17) (3)

[Turn Over