

Roll No. ....

7. What is career planning ? Explain its objectives and significance to human resource management.

**UNIT - IV**

8. "Downsizing is right sizing". Discuss it with suitable examples in Indian business environment.
9. Write short notes on the following :
- (a) Restructuring
- (b) Outsourcing

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**MBA 2 Year 4th Semester (NS)  
(Re-appear) Examination-  
December, 2016**

**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 :** Attempt all questions from section A carrying 2 marks each and any four questions from section B selecting at least one question from each unit. Each question of section B carries 16 marks each.

**SECTION - A**

1. Write short notes on the following. Answer should not exceed fifty words normally.
- (a) Objectives of SHRM.
  - (b) Role of SHRM in an organizational development.
  - (c) Strategic Planning.
  - (d) Performance management
  - (e) Components of compensation package
  - (f) Importance of training for an organization
  - (g) Restructuring
  - (h) Acquisition and merger

**SECTION - B**

**UNIT - I**

2. What is strategic human resource management ? Describe the role and

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challenges of SHRM in organizational development.

3. What is the role of HR in strategic planning ? Explain its process and challenges faced by managers during this process.

**UNIT - II**

4. How do HR practices help in sustaining competitive advantage of the organizational performance ? Discuss.
5. What is performance management system ? Define important strategic issues involved in establishing performance management system.

**UNIT - III**

6. Discuss the components of compensation package. What incentives are included in designing executives' compensation package ?

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