

Roll No. ....

**56075**

**MBA 2 Year 4th Semester (Old) 2011-13  
Examination – December, 2018**

**STRATEGIC HUMAN RESOURCE MANAGEMENT**

**Paper : MBA-407**

*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 : Attempt all **eight** parts of the question in Section – A. Attempt **four** questions selecting **one** question from each Unit in Section – B. All questions carry equal marks.*

**SECTION – A**

1. Explain the following :

(a) HRM in knowledge economy.

- (b) Difference between strategic HR and traditional HR.
- (c) Human resource planning.
- (d) HR practices to gain competitive advantage.
- (e) Employee training as an investment .
- (f) Performance management system.
- (g) Organizational restructuring.
- (h) Mergers and acquisitions.

## SECTION – B

### UNIT – I

2. Identify major trends in business environment and explain how these trends have influenced HRM practices and evolution of strategic human resource management. <http://www.HaryanaPapers.com>
3. Why is HR department playing a more significant role in organizational strategic planning processes today than it did 20 years ago ? Also, explain certain barriers to strategic HR.

### UNIT – II

4. "Strategic HRM is largely about integration." Elucidate the relevance of strategic fit framework in the light of this statement.

5. How can HR professionals ensure that they create value for their organization and contribute to accomplishment of firm performance ? Explain.

### UNIT – III

6. What do you mean by 'staffing' ? Critically analyze the hiring considerations in BPO firms.
7. Do you think that compensation strategy of a high technology firm will be different from that of an emerging fast growth firm ? Why ? Justify your answer giving examples from organizations you are familiar with.

### UNIT – IV

8. Why do organizations downsize ? Examine the consequences of downsizing. How can HR managers address the concern of both the victims and survivors of downsizing ?
9. What are the benefits and pitfalls of HR outsourcing ? What are the criteria that firms can use for determining which HR activities should or should not be outsourced ?

<http://www.HaryanaPapers.com>

Whatsapp @ 9300930012

Your old paper & get 10/-

पुराने पेपर्स भेजे और 10 रुपये पायें,

Paytm or Google Pay से