

Roll No.

Total No. of Pages : 03

Total No. of Questions : 10

MBA (Sem.-4)

STRATEGIC HUMAN RESOURCE MANAGEMENT

Subject Code : MBA/934/18

M.Code : 77817

Date of Examination : 22-05-2024

Time : 3 Hrs.

Max. Marks : 60

INSTRUCTIONS TO CANDIDATES :

1. SECTION-A contains EIGHT questions carrying TWO marks each and students has to attempt ALL questions.
2. SECTIONS-B consists of FOUR Subsections : Units-I, II, III & IV. Each Subsection contains TWO questions each carrying EIGHT marks each and student has to attempt any ONE question from each Subsection.
3. SECTION-C is COMPULSORY and consist of ONE Case Study carrying TWELVE marks.

SECTION-A

1. Write short notes on :

- a) Traditional vs Strategic HRM
- b) Best Practices Approach
- c) Strategic key elements of Reward System
- d) Work-Life-Balance as strategy for retaining employees
- e) Disadvantages of using Democratic style of Leadership in strategic implementation
- f) Future trends of HR strategy
- g) Ethnocentric Approach of Global Staffing
- h) Impact of Culture Shock on HR strategies

SECTION-B

UNIT-I

2. *"An integrated HR strategy helps the company adhere to industry standards and regulations while improving the organization's profitability"*. Comment on the statement.
3. What is Human Resource System? State the various-types of HR systems in detail.

UNIT-II

4. What is meant by Performance Management? Discuss the performance management cycle in detail.
5. *"Reward strategy involves designing and implementing reward policies and practices support your organisation's objectives, delivering a motivated and effective workforce"*. Comment on the statement.

UNIT-III

6. How are the leaders and the leading process key factors for formulating and implementing strategy? State the basic factors of strategic leadership.
7. What is meant by strategic evaluation and control in HRM? Discuss the steps used in evaluation of HR strategies.

UNIT-IV

8. *"With more and more companies hiring talent from around the globe, training employees has become quite a challenge"*. Comment on the statement. State the process of training the global workforce.
9. Discuss the major Global Compensation Strategies. State the factors that affect the Global Compensation.

SECTION-C

10. Case Study :

A Captive unit is a business unit of a company functioning offshoring as an entity of its own while retaining the work and close operational ties ups within the parent company. Fintech HQ is based out of San Francisco USA. In 2020, they opened their first Captive shared services centre in Bangalore. They are defining the scope of the work to be off-

shored in India. The scope will primarily include software Development and Business Operations Support.

Consider yourself as a consultant with a role to design Training Modules to build the aforementioned capabilities.

Questions:

- a) What would be your key Design Principles for building Training Modules?
- b) Explain your approach in Designing Training Programs.

NOTE : Disclosure of Identity by writing Mobile No. or Making of passing request on any page of Answer Sheet will lead to UMC against the Student.