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Total No. of Pages: 02

Total No. of Questions: 10

MBA (Sem. – 4)
STRATEGIC HRM
Subject Code: MBA-934-18
M Code: 77817
Date of Examination : 06-01-2023

Time: 3 Hrs.

Max. Marks: 60

INSTRUCTIONS TO CANDIDATES:

1. SECTION-A is COMPULSORY consisting of EIGHT questions carrying TWO marks each.
2. SECTIONS-B consists of FOUR Sub-sections : Units-I, II, III & IV. Student has to attempt any ONE question from each Sub-section carrying EIGHT marks each.
3. SECTION-C is COMPULSORY carrying TWELVE marks.

SECTION-A

1. Write briefly:
 - a) Why should organizations align human resource strategy with business strategy?
 - b) How strategic HRM is different from the traditional HRM?
 - c) Define Strategic Staffing.
 - d) What should a reward strategy consider?
 - e) Define Culture.
 - f) What are the challenges of workforce diversity?
 - g) What is global Human resource management?
 - h) Write the importance of training of global work force.

SECTION-B
UNIT-I

2. Discuss the components of strategic human resource management.
3. Explain the Best Fit Approach of Human Resource Management.

UNIT-II

4. Explain various types of performance management strategies.
5. Explain the characteristics of an effective compensation strategy.

UNIT-III

6. Explain the relationship between corporate culture and strategy.
7. What is the importance of employee retention? Suggest some strategies for retaining top executives.

UNIT-IV

8. Explain the Polycentric Approach of global staffing.
9. Discuss the components of international compensation program.

SECTION-C

10. Read the following case and answer the questions given below the case.

Showtime Networks operates cable networks and pay-per-view channels across several countries worldwide. Its HR function supports corporate strategy by helping to determine what kind of employees are needed to keep the company in the peak performance and then by providing the company and its employees with the HR activities that these employees need to do their jobs. It offers many development and training programs as well as personal development activities including mentoring programs and career oriented development activities. The performance management process focuses specially on work activities and results that help achieve departmental and corporate goals. The firm's CEO emphasizes that it is essential to use human resources as a strategic partner.

- a) On the basis of the above case, explain the scope of strategic human resource management.
- b) What do you understand by a strategic partner?

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