

Roll No.

12628

**MBA 2 Yr. 3rd Semester (N.S.) 2019-20
CBCS Examination – May, 2023**

STRATEGIC HUMAN RESOURCE MANAGEMENT

Paper : 20IMG23GH5

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 : Section-A contains *eight* short answer type questions of *two* marks each. All the questions are *compulsory*. Section-B attempt *four* questions in all, selecting *one* question from each Unit. All questions carry equal marks.

SECTION – A

1. Describe the following :

- (a) Talent retention
- (b) Best fit approach
- (c) Cost leadership

12628-400-(P-3)(Q-9)(23)

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- (d) Stakeholders approach
- (e) Benefits
- (f) Establishment stage
- (g) Downsizing
- (h) Out-sourcing

SECTION – B

UNIT – I

2. Discuss the concept of strategic HRM. What are its objectives ? Explain various challenges faced by HR in knowledge economy.
3. What do you mean by investment perspective ? Explain various factors influencing investment orientation of the organization.

UNIT – II

4. What do you mean by Business Strategy ? Discuss linkage between business strategies and HR Strategies.
5. What is HR Evaluation ? How firm performance is linked with HRM ? Explain the rationale behind HR Evaluation.

UNIT – III

6. What is recruitment ? Explain difference between recruitment and selection. Write down the process of selection.

12628- (P-3)(Q-9)(23) (2)

7. Explain the concept of compensation system. What are the components of compensation system ? Explain its salient features.

UNIT – IV

8. What is off-shoring ? Explain difference between off-shoring and out-sourcing. What are the advantages of out-sourcing ?
9. Explain the concept of restructuring. How does restructuring effect HR ? Discuss the steps of restructuring process.

12628- (P-3)(Q-9)(23) (3)