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Total Number of Pages: 02

Course: MBA
Sub_Code: 18MBA402C

4th Semester Regular/Back Examination: 2024-25

SUBJECT: Strategic HRM

BRANCH(S): BA, FM, FM&HRM, GM, HRM, IB, LSCM, MBA, MM, RM

Time: 3 Hours

Max Marks: 100

Q.Code: S135

Answer Question No.1 (Part-1) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right hand margin indicate marks.

Part-I

Q1 Answer the following questions: (2 x 10)

- What is the objective of Strategic HRM?
- How Strategic HR is different from Traditional HR?
- Define core competency.
- What are high performances works practices? State in few lines.
- What is Investment perspective in HR?
- What is an Integrated HR System?
- What do you understand by Best Fit Approach?
- Define Strategic Performance Management.
- What are Strategic HR Policies?
- What do you mean by Universalistic theory of SHRM?

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)

- Organizational outcomes depend on the performance of HRM? Do you agree? Justify.
- To get Global competitive advantage we need Global Competent managers. What is your view? Explain.
- Core competencies derive the competitive advantage. If you agree on the statement, explain with an example.
- Aligning HR Strategy with Business strategy is the need of the hour. Explain.
- What is core competency? How it gives the competitive advantage to the organization?
- What is the sustainable Global competitive advantage? Explain.
- What do you mean by integrated HR system? Justify its importance.
- Distinguish between expatriation & repatriation.
- Discuss the strategic issues in international assignments.
- Explain Best Practice Approach with an example of IT Company?

- k) In what ways does the HRD function relate to the organizations strategy? Give contextual examples?
- l) Is Investment in job Secure Workforce commendable? Explain & Justify.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

(16 x 2)

- Q3** What differentiates human resource management from strategic human resource management? **(16)**
- Q4** Explain Relationship between High Performing Work Team (HPWP) and Organizational Performance? **(16)**
- Q5** Differentiate between 'Best Fit' approach and 'Best Practice' approach. **(16)**
- Q6** How the strategy will help for a better utilization of Human Resources in an Organization? Explain. **(16)**