

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
MBA Summer 2023 - 24 Examination

Semester: 04
Subject Code: 06202253
Subject Name: Strategic Human Resource Management

Date: 22/04/2024
Time: 1:30pm to 4:00pm
Total Marks: 60

Instructions

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

Q.1	Do as Directed.		CO	PO	Bloom's Taxonomy
A).	Multiple choice type questions/Fill in the blanks. (Each of 1 mark)	(05)			
	1. _____ is the foundation of blue ocean strategy.		1	1	1
	a) Innovation	c) Value innovation			
	b) Value creation	d) value cost trade-off			
	2. Which of the following factors state the importance of the Human Resource Planning?		2	1	1
	a) Work study technique	c) Flow models			
	b) Ratio trend analysis	d) HR demand Forecast			
	3. Which of the following is closely associated with strategic human resource management?		1	1	2
	a) Efficient utilization of human resources	c) Attracting the best human resources			
	b) Providing the best possible training	d) All of the above			
	4. Which one of the following is not a part of the external environment of an organization?		1	2	2
	a) Social factors	c) Legal factor			
	b) Political factor	d) Organizational culture			
	5. Managers who are involved in the strategic planning exercise operate in an environment.		2	2	3
	a) Uncertainty	c) Certainty			
	b) Normal	d) None of the above			
B).	Define the following. (Each of 1 mark)	(05)			
	1. Human Capital		1	2	1
	2. BARS		1	1	1
	3. Outsourcing		1	2	2
	4. HRP		2	1	3
	5. Strategic HRM		1	2	1
C).	Direct questions. (Each of 1 mark)	(05)			
	1. What is virtual learning?		1	2	1
	2. What is mentoring?		1	2	1
	3. What is HCM strategy?		2	1	2
	4. Differentiate: Outsourcing and offshoring.		3	2	1
	5. What are the three stages of merger and acquisition model?		1	3	1
Q.2	Answer the following questions.				
A).	Differentiate between traditional and strategic HRM. What are the challenges of SHRM in present scenario?	(07)	1	4	3
B).	Being an HR manager of MNC, design strategies for retention Management.	(08)	4	2	1

Q.3	Answer the following questions.				
A).	Discuss the errors of selection with amicable remedies to resolve them. Be a HR how you will solve this	(07)	2	4	3
B).	Discuss the current challenges in M&A. with an suitable example	(08)	1	4	3
Q.4	Attempt any two questions. (Each of 7.5 mark)	(15)			
	1. What is compensation? Discuss the strategic importance of compensation system. Make a Perfect compensation system for your organization to motivate the employees.		1	2	3
	2. Explain the objectives, benefits and levels of strategic planning for executive level		4	2	3
	3. Explain the process of linking business strategies to HR strategies.		2	3	1
	4. As a vice-president in IT firm, discuss the impact of strategic HRM on organizational performance.		2	2	4