

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
MBA Summer 2021 - 22 Examination

Semester: 4
Subject Code: 06202253
Subject Name: Strategic Human Resource Management

Date: 25/03/2022
Time: 10:30 am to 1:00 pm
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.**A). Multiple choice type questions/Fill in the blanks. (Each of 1 mark) (05)**

1. Which of the following is closely associated with Strategic Human Resource Management?
 - a) Efficient utilization of human resources
 - b) Attracting the best human resources
 - c) Providing the best possible training
 - d) All of the above
2. In Strategic Human Resource Management, HR strategies are generally aligned with:
 - a) business strategy
 - b) marketing strategies
 - c) finance strategy
 - d) economic strategy
3. SHRM is _____ perspective
 - a) An investment
 - b) wage
 - c) cost
 - d) None of the above
4. _____ is one of the reason for separation of employees
 - a) profit
 - b) downsizing
 - c) investment
 - d) expansion
5. Strategic human resource management aims to achieve competitive advantage in the market through
 - a) Price
 - b) Product
 - c) People
 - d) Process

B). Define the following. (Each of 1 mark) (05)

1. Strategic Management
2. Mergers
3. Strategic Performance management
4. Employee separation
5. HR outsourcing

C). Direct questions. (Each of 1 mark) (05)

1. What is Business Strategy?
2. Objectives of HR Planning.
3. What is Strategic Alliance?
4. What is intensity of rivalry?
5. What do you mean by vision?

Q.2 Answer the following questions.

A) "Business can be affected by competition and technological change". Justify this with the help of forces of competition and technological factors. (07)

B) Explain the Process of Strategic Management. (08)

Q.3 Answer the following questions.

A) "There are many reasons for companies for resort to outsourcing". Justify this statement (07)

B) Describe common problems in merger and Acquisition. (08)

Q.4 Attempt any two questions. (Each of 7.5 mark)

(15)

1. Explain various factors influencing how “Investment oriented an organization is”.
2. The Toy Research Society (TRS), a nonprofit organization, has been in existence for more than 70 years. The organization's mission has remained the same during this time, but the memberships, the use of the Society by nonmembers and the competitive landscape have changed substantially. Driven primarily by a board of directors and regional volunteer leaders, the Society has never had a formal leadership development philosophy. Now, the long-time president has retired, and TRS leaders are reflecting on how to prepare for the future, especially with increased calls for leadership role clarity and more delegation of work to members. As a member, you have the opportunity to develop the needed leadership strategy. Which type of leadership strategy you follow?
3. Sameer Khanna, President of Easy to Palate Corp. is a successful businessman. He knows how to retain his employees and also generate profit. He has his own set of principles to run the business. To avoid confrontation with him, employees know that they have to work hard. He only tells once and second time he fires in case of any mistake. While hiring, he takes care to know about the personal lives and financial health of his employees. He wants a partnership for life with his employees. He is concerned about the families of his employees and wants them to lead a peaceful life. His philosophy is that if you are worried because of family problems, you can't be focused in your work. He also likes to keep the work environmental friendly by playing healthy, practical pranks with his people. He shows the way to others to perform, however menial the job may be. **How would you describe Sameer Khanna's leadership style? Why is he successful? Would you work for him?**
4. Briefly discuss various techniques of HR planning.