

**PARUL UNIVERSITY**  
**FACULTY OF MANAGEMENT**  
**MBA. Winter 2018 - 19 Examination**

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

**Date: 14-12-2018**  
**Time: 02:00 pm to 04:30 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 is not the type of outsourcing services?
 

a) Professional	c) Piece rate specific
b) Manufacturing	d) Process-specific
2. Recruitment and selection must be effective to ensure it:
 

a) Offsets high labour turnover	c) To have a surplus in case of sickness and absence
b) Delivers the highest calibre of individuals at optimum most	d) Encourages new blood into the organization
3. The poor quality of selection will mean extra cost on \_\_\_\_\_ and supervision.
 

a) Training	c) Work quality
b) Recruitment	d) None of the above
4. Which of these is a hindrance to effective training?
 

a) Career planning workshop	c) Mentoring
b) Aggregate spending on training is	d) Career counselling
5. The term competitive advantage stands for –
 

a) the superior market position of a company in the market vis-a-vis its competitors	c) the expansion of product lines in the market
b) the organizational confidence level	d) None of the above

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

1. Strategy
2. Recruitment
3. Selection
4. What do you mean by Human Resource Planning?
5. Define training need analysis.

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

1. What is employee's turnover and training hours called in quantitative measure?
2. Why is the strategic management process considered iterative? What part of the process is
3. What are the objectives of HRP?
4. Write any two disadvantages of selection?
5. What do you mean by job design?

**Q.2 Answer the following questions.****A). Explain the common causes for Merger and requisition failures. (07)****B). Explain the cultural issues in mergers and acquisitions along with effects on performance of the organization. (08)****Q.3 Answer the following questions.****A). Explain employee retention. What factors influencing retention of employees in today's individual and organizational level. (07)****B). Comment on 'implementation of HR strategies can enhance organizational performance'. (08)**

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

**(15)**

1. Write Key Differences Between Internal and External Recruitment.
2. What are the Barriers to strategic human resource management?
3. How Can HR Become a Competitive Advantage for Any Organization?
4. What is the commonly used instruments for selection and also write what are the new emerging trends in staffing?