

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
MBA. Winter 2017 - 18 Examination

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

Date: 16/01/2018
Time: 10:30AM to 01:00PM
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.**A).Multiple choice type questions/Fill in the blanks. (Each of 1 mark)****(05)**

1. Find the odd one out

a) Business games	c) Role Playing
b) Vestibules Schools	d) Case Studies
2. _____ refers to increase the gap between revenue and cost, usually by reducing cost.

a) Subtracting value	c) Adding value
b) Modifying value	d) All of the above
3. _____ is the determination of the value of HR in achieving organizational goals.

a) HR Evaluation	c) HR Audit
b) Internal HR Control	d) None of the above
4. High performing firms that are started from scratch at a new site are called.

a) Green field Firms	c) Greenfield resource based firms
b) White field Firms	d) All of the above
5. Which one of the following is not a training aid?

a) Flannel board	c) Digital board
b) Acetates	d) Rivert card

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

1. Strategic human resource management
2. Work Design
3. Competitive advantage
4. Window shopping
5. Performance management

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

1. Who are Head Hunters? Explain any one role.
2. What is multi skilling? Give an example.
3. What is human resource metric??
4. State the importance of Balance Scorecard.
5. Define Peripheral Workforce

Q.2 Answer the following questions.**A).Discuss the factors determining the investment orientation of an organization.****(07)****B).Explain the techniques and significances of human resource planning****(08)****Q.3 Answer the following questions.****A).What is Outsourcing? Explain its types and ist strategic advantage to any company.****(07)****B).Explain the strategic management process****(08)****Q.4 Attempt any two questions. (Each of 7.5 mark)****(15)**

1. Elaborate at length, the various environmental forces affecting human resource management.
2. Identify and discuss the different bases for classifying HR strategies. How can HR strategies help an organization to create competitive advantages?
3. Discuss how internet has changed the way your company recruits. Have you faced any merits or drawbacks because of this technique? Discuss
4. Develop a training strategy for middle level executives in your organization.