

**PARUL UNIVERSITY**  
**FACULTY OF MANAGEMENT**  
**MBA, Summer 2017 - 18 Examination**

Semester: 4

Subject Code: 06202253

Subject Name: Strategic Human Resource Management

Date: 25/05/2018

Time: 10:30am to 1:00pm

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. SHRM is \_\_\_\_\_perspective
  - a) An investment
  - b) wage
  - c) cost
  - d) None of the above
- 2 Functions of SHR manager includes\_\_\_\_\_
  - a) Selection
  - b) training
  - c) Motivation
  - d) All of the above
- 3 Process of Strategic Management does not include\_\_\_\_\_
  - a) Mission statement
  - b) Environment analysis
  - c) job design
  - d) Setting strategy

- 4 \_\_\_\_\_is one of the reason for separation of employees
  - a) profit
  - b) downsizing
  - c) investment
  - d) expansion
- 5 Performance management cycle includes\_\_\_\_\_
  - a) What to evaluate
  - b) How to evaluate
  - c) Who evaluates
  - d) All of the above

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

1. Business Strategy
2. Strategic Management
3. Mergers
4. Strategic Work design
5. Outsourcing

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

1. What do you mean by vision?
2. What is strategic recruitment and selection?
3. What is Strategic Management of Performance?
4. What is Employee separation?
5. Explain the meaning of strategic approach to compensation.

**Q.2 Answer the following questions.**

- A) Explain various factors influencing how “ Investment oriented an organization is” (07)
- B) Discuss techniques of HR planning. (08)

**Q.3 Answer the following questions.**

- A) “Performance can be assessed at different levels” justify this statement with the help of explaining assessing performance at different levels. (07)
- B) “There are many reasons to make separate employee from the organization”. Justify this statement by explaining ways for employee separation. (08)

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

**(15)**

- 1 “Business can be affected by social and technological change”. Justify this with the help of social and technological factors.
2. “**External Market** for recruitment is benefit and loss for the company”. Do you agree with the statement? Justify.
3. “Training should be well planned and strategized and consists different steps”. Explain.
4. . In the organization which kinds(types) of **HR** outsourcing are possible? Explain