

Seat No: \_\_\_\_\_

Enrollment No: \_\_\_\_\_

**PARUL UNIVERSITY**  
**FACULTY OF MANAGEMENT**  
**MBA Summer 2018-19 Examination**

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

**Date:26 /04 /2019**  
**Time: 10:30 am to 01:00pm**  
**Total Marks: 60**

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**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. (Each of 1 mark)**

**(05)**

1. SHRM mould the Human Resource in such a way to attain\_\_\_\_\_.
  - a) Profit
  - b) Organizational Goal
  - c) Individual Goal
  - d) Market Share
  
2. \_\_\_\_\_will assists the HR department to take decisions in critical situation with ease.
  - a) HR policies
  - b) HR goals
  - c) HR strategies
  - d) HR policies
  
- 3 Process of Strategic Management includes\_\_\_\_\_.
  - a) Mission statement
  - b) Environment analysis
  - c) Setting strategy
  - d) All of the above
  
- 4 \_\_\_\_\_is **not** one of the reason for separation of employees.
  - a) layoffs
  - b) Downsizing
  - c) Retirement
  - d) Expansion
  
- 5 Allowances and bonus of the employees are covered in \_\_\_\_\_policy.
  - a) Payment
  - b) Revenue
  - c) Compensation
  - d) Employee Engagement

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

**(05)**

1. Strategic Human Resource Management
2. Mergers
3. Outsourcing
4. Employee separation
5. Strategic Work design

**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 strategic Human Resource Planning?
5. Explain the meaning of External labor market

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

- A).** Explain various factors influencing how “Investment oriented an organization is”. **(07)**
- B).** Explain barriers to Strategic Human Resource Management. **(08)**

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

- A).** “Technology has created some new issues and challenges for HR and Organization” Justify **(07)**
- B).** “There are many reasons for a company to Acquires or mergers with another company” Explain **(08)**

**Q.4** Attempt any two questions. **(Each of 7.5 mark)** **(15)**

- 1 Discuss Qualitative techniques of HR planning.
2. “Certain instruments are commonly used for selection process”. justify the statement
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.