

**PARUL UNIVERSITY**  
**FACULTY OF COMMERCE**  
**B.Com. (Hons) Summer 2018-19 Examination**

Semester: 3

Subject Code: 16104203

Subject Name: Strategic Human Resource Management

Date: 26/04/2019

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 (A) MCQ (1 mark each. All Compulsory)****(06)**

1. The organization's \_\_\_\_ must be conducive to productivity and quality improvement.
 

a) Culture	c) Policy
b) Development	d) Environment
2. Human resource management is normally in nature
 

a) Proactive	c) Combative
b) Reactive	d) none of the above
3. Strategic thinking is a \_\_\_\_\_ process.
 

a) Short term	c) Continuous
b) Long term	d) All of the above
4. Identify the managerial function out of the following functions of HR managers.
 

a) Procurement	c) Organizing
b) Development	d) performance appraisal
5. \_\_\_\_\_ issues tend to be well disguised.
 

a) Political	c) Social
b) Territorial	d) Economical
6. Which consulting company is associated with the concept of talent management?
 

a) Price Waterhouse Coopers	c) Deloitte
b) Boston Consulting Group	d) McKinse

**Q.1 (B) Do as directed (1 mark each. All Compulsory)****(06)**

1. Define Strategy.
2. What do you understand by Talent Acquisition?
3. What is the full form of MBO?
4. Ethics & Work Place Ethics.
5. What are the 4 elements in BCG Matrix
6. TQM Meaning

**Q.2 Answer the following. (4 mark each All Compulsory)****(12)**

1. Briefly explain SWOT analysis.
2. Describe OD Interventions
3. Explain various HR Strategies implemented by the organization.

**Q.3 Answer the following. (6 mark each Any Three out of Four)****(18)**

1. Describe Environmental Factor in Strategic Planning
2. Distinguish between Traditional HRM and Strategic HRM.
3. What is corporate strategy? Explain the 3 types of corporate strategy.
4. What are the various challenges in implementing Strategies? Explain.

**Q.4 Answer the following. (9 mark each Any Two out of Three)****(18)**

1. Explain in detail McKinney's 7S Model of Strategic Analysis.
2. Describe the Porter's 5 Force Model
3. Explain the concept and process of Succession Planning in detail.