

PARUL UNIVERSITY
FACULTY OF COMMERCE
B.Com. (Hons)/ Winter 2018 – 19 Examination

Semester: 3**Subject Code: 16104203****Subject Name: Strategic Human Resource Management****Date: 24/11/2018****Time: 10:30 am to 1:00 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. (Each of one mark)****(06)**

1. The concept of Total Quality Management was given by
 - a) Edward Demings
 - b) Henry Fayol
 - c) F. W. Taylor
 - d) Victor Vroom
2. Which consulting company is associated with the concept of talent management?
 - a) Price Waterhouse Coopers
 - b) Boston Consulting Group
 - c) Deloitte
 - d) McKinsey
3. Which of the following is an example of operative function of HR managers?
 - a) Planning
 - b) Organizing
 - c) Procurement
 - d) Controlling
4. The focus of Human Resource Management revolves around"
 - a) Machine
 - b) Motivation
 - c) Money
 - d) Men
5. The scope of human resource management includes
 - a) Procurement
 - b) Development
 - c) Compensation
 - d) all of the above
6. The organization's _____ must be conducive to productivity and quality improvement.
 - a) Culture
 - b) Development
 - c) Policy
 - d) Environment

B) Explain following Terms. (Each of one mark)**(06)**

1. List out McKinsey's 7S
2. TQM Meaning
3. Cross Culture
4. Ethics & Work Place Ethics
5. Talent Acquisition
6. Define - Strategy

Q.2 Short Note Questions. (Each of 04 mark)**(12)**

1. Write a full note on SWOT Analysis
2. Describe OD Interventions
3. Explain various HR strategies implemented by the organization

Q.3 Answer the following. (Any Three)**(18)**

1. Traditional HRM V/s Strategic HRM
2. Give the meaning of Corporate Strategy & fully describe its types
3. Write a full note on process of Strategic Management
4. What you understand in Competency Mapping? Explain the types of competencies and draw the diagram of Competency Mapping Process

Q.4 Answer the following. (Any two)**(18)**

1. Explain the concept, nature and process of Strategic Evaluation.
2. Describe Environmental Factor in Strategic Planning
3. Describe the Porter's 5 Force Model