

PARUL UNIVERSITY
FACULTY OF COMMERCE
M.Phil. Winter 2019-20 Examination

Semester: 1
Subject Code: 16702101
Subject Name: Strategic Human Resource Management

Date: 26-11-2019
Time: 10:30 am to 01:00 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) MCQs. (Each of one mark)****(06)**

1. Strategic thinking is a _____ process.

a) Short term	b) Continuous
c) Long term	d) All of the above
2. Human resource management is normally in _____ nature

a) Proactive	b) Reactive
c) Combative	d) None of the above
3. Identify the managerial function out of the following functions of HR managers.

a) Procurement	b) Organizing
c) Development	d) Performance appraisal
4. Which consulting company is associated with the concept of talent management?

a) Price Waterhouse Coopers	b) Deloitte
c) Development	d) Performance appraisal
5. The organization's _____ must be conducive to productivity and quality improvement.

a) Culture	b) Development
c) Policy	d) Environment
6. _____ issues tend to be well disguised.

a) Political	b) Territorial
c) Social	d) Economical

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

- 1) Employee Separation
- 2) Employee Engagement.
- 3) Strategic IHRM: Strategic International Human Resource Management
- 4) HRIS
- 5) Employer Branding
- 6) Female Expats

Q.2 Write a note on following. (Each of 04 marks)**(12)**

- 1) Explain HR Issues and Challenges related to technology
- 2) Distinguish between Traditional HRM and Strategic HRM.
- 3) What is the difference between Global HRM & Domestic HRM?

Q.3 Answer the following Questions. (Any 03) (Each of 06 marks)**(18)**

- 1) Describe the concept of Digital Human Resource Management along with the benefits of digital HR.
- 2) Explain the theory of building employee branding?
- 3) Clarify - Temporary Versus Permanent Employees.
- 4) Elaborate different forms of Employee Separation in detail.

Q.4 Answer the following Questions. (Any 02) (Each of 09 marks)**(18)**

- 1) What are the various Phases of Change Management
- 2) Explain various Types of Cross Culture Training
- 3) Mr. Joshi is working as a HR executive in one reputed MNC. At the time of international staffing his CEO believes in recruiting TCN but Tom believes in recruiting PCN. How Mr. Joshi will justify by explaining the advantages of using PCN?