

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

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

**PARUL UNIVERSITY  
FACULTY OF COMMERCE**

**B.Com (Hons)**

**Mid Term Examination September - 2018**

**Semester : III**

**Date: 12/09/2018**

**Subject Code : 16104203**

**Time: 07:30 AM to 09:30 AM**

**Subject Name: Strategic HRM**

**Total Marks: 40**

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**Instructions:**

- 1. Attempt all questions from each section**
  - 2. Figures to the right indicate full marks.**
  - 3. Make suitable assumptions wherever necessary.**
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**Q. 1. MCQs.**

**(08)**

- 1) The business side of the process begins with the strategic \_\_\_\_\_ as the guiding framework.  
(A) HR (B) Plan (C) Policy (D) None of the above
- 2) The organization's \_\_\_\_\_ must be conducive to productivity and quality improvement.  
(A) Culture (B) Development (C) Policy (D) Environment
- 3) Individual level where people are usually motivated to close the gap between their current and desired \_\_\_\_\_.  
(A) Capabilities (B) Skills (C) Expectations (D) Performance
- 4) HR professional should apply risk management techniques to the different aspects of \_\_\_\_\_.  
(A) HR Strategies (B) HR Competencies (C) Both (A) and (B) (D) None of the above
- 5) Developing characteristics of people needed to run business in \_\_\_\_\_.  
(A) Short term (B) Medium term (C) Long term (D) Any of the above
- 6) \_\_\_\_\_ issues tend to be well disguised.  
(A) Political (B) Territorial (C) Social (D) Economical
- 7) \_\_\_\_\_ executives take a full part in the strategic planning process.  
(A) Training & Development (B) Human Resource (C) Quality Control (D) Production
- 8) Strategic thinking is a \_\_\_\_\_ process.  
(A) Short term (B) Long term (C) Continuous (D) All of the above

**Q.2 (a) Explain Strategic Decision Making and It's Issues (04)**

**(b) Define Business & Explain role of HRM in Strategic Management (04)**

**Q.3 (a) Write a full note on Process of Strategic Management (04)**

**(b) Difference between HRM & SHRM (04)**

**Q.4 Write the concept of Strategic Management & objectives of Strategic Management (08)**

**OR**

Explain International Strategy

**Q.5 Explain Following terms: (Any 2 out of 3) (08)**

- a) Functional Level Strategy
- b) Strategies for Small Business
- c) Corporate Level Strategy

*Best of Luck*