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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: IV - THEORY EXAMINATION (2023 - 2024)

Subject: Strategic Human Resource Management

Time: 3 Hours

Max. Marks: 100

General Instructions:

IMP: Verify that you have received the question paper with the correct course, code, branch etc.

1. This Question paper comprises of **three Sections -A, B, & C**. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.
2. Maximum marks for each question are indicated on right -hand side of each question.
3. Illustrate your answers with neat sketches wherever necessary.
4. Assume suitable data if necessary.
5. Preferably, write the answers in sequential order.
6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.

SECTION-A

20

1. Attempt all parts:-

- 1-a. In Strategic Human Resource Management, HR strategies are generally aligned with (CO1) 1
- (a) Business strategy
 - (b) Marketing strategy
 - (c) Finance strategy
 - (d) Economic strategy
- 1-b. Strategic human resource management aims to achieve competitive advantage in the market through-(CO1) 1
- (a) People
 - (b) Product
 - (c) Price
 - (d) Process
- 1-c. The _____ considers four different perspectives: Financial, Customer, Internal Business Processes and Organizational Capacity .(CO2) 1
- (a) SWOT analysis
 - (b) Value chain analysis
 - (c) BCG matrix
 - (d) Balanced scorecard
- 1-d. The Strategic Training and Development process begins with _____.(CO2) 1

- (a) Choosing strategic training and development initiatives
- (b) Identifying the business strategy
- (c) Developing websites for knowledge sharing
- (d) Identifying measures or metrics
- 1-e. Psychological contracts come under _____. (CO3) 1
- (a) Human capital pool
- (b) Employee relationship and behaviour
- (c) People management practices
- (d) None
- 1-f. Human capital pool consists of-(CO3) 1
- (a) Skill
- (b) Knowledge
- (c) Ability
- (d) All of the above
- 1-g. What is the first step in knowledge management?(CO4) 1
- (a) Gather
- (b) Classify
- (c) Analyze
- (d) Share
- 1-h. The basic assumption that the conflict is regarded as the product of a capitalist society. The statement is referring approach of Industrial relations. (CO4) 1
- (a) Dunlop
- (b) Unitary
- (c) Pluralistic
- (d) Marxist
- 1-i. In _____approach ,all key management positions are held by PCNs.(CO5) 1
- (a) Ethnocentric
- (b) Polycentric
- (c) Regiocentric
- (d) Geocentric
- 1-j. _____is defined as the expat's ability to understand the culture in which they are living, working and to fit into it. (CO5) 1
- (a) Cultural Insensitivity
- (b) Cultural sensitivity
- (c) Cultural shock
- (d) None of the above
2. Attempt all parts:-
- 2.a. Define Vertical Fit.(CO1) 2

- 2.b. Define Strategic HRD.(CO2) 2
- 2.c. Mention HR Activities that Support Organizational Strategy.(CO3) 2
- 2.d. Define Knowledge Management.(CO4) 2
- 2.e. Write a short note on leadership strategic issues in International assignment.(CO5) 2

SECTION-B

30

3. Answer any five of the following:-

- 3-a. Compare Traditional HRM with Strategic HRM. (CO1) 6
- 3-b. Discuss the challenges of workforce diversity. (CO1) 6
- 3-c. Explain the different types of employee turnover.(CO2) 6
- 3-d. Discuss the four Stages of HRD Framework. (CO2) 6
- 3.e. Discuss few factors of Employee Engagement. (CO3) 6
- 3.f. Explain the approaches of Strategic Industrial Relations.(CO4) 6
- 3.g. Discuss the factors affecting Global HRM.(CO5) 6

SECTION-C

50

4. Answer any one of the following:-

- 4-a. The growth of Strategic Human Resource Management (SHRM) was slow in India. Discuss the stages of evolution of SHRM. (CO1) 10
- 4-b. Describe the strategic partner model with the help of David Ulrich model and business partnering.(CO1) 10

5. Answer any one of the following:-

- 5-a. A company wants to introduce new technology for its work processes. There is a need of imparting training to the employees for the same. Describe the elements that will contribute to training and development strategy.(CO2) 10
- 5-b. Describe the impact of Strategic Human Resource Management on Performance Management. Explain the process of Strategic Performance Management in detail. (CO2) 10

6. Answer any one of the following:-

- 6-a. Define HR strategy. Discuss the various features of HR strategy.(CO3) 10
- 6-b. You are appointed as a HR Manager in a multinational company. Your job assignment is to develop different functional HR Strategies for the organization. Design the same keeping in mind the overall growth perspective for the organization. (CO3) 10

7. Answer any one of the following:-

- 7-a. Define Knowledge Management. Discuss features of knowledge management.(CO4) 10
- 7-b. Explain HR Outsourcing. Discuss the scope of functions that can be outsourced in Human Resource Management.(CO4) 10

8. Answer any one of the following:-

- 8-a. Define Expatriate in detail. Explain the expatriate selection process for global assignment.(CO5) 10
- 8-b. Describe how the HR managers of multinational companies face various challenges that come from dynamic global environment.(CO5) 10

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