

Total No. of Questions : 5]

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SEAT No.:

[Total No. of Pages : 2

[6430]-53

M.B.A. - II

**304-HR-SC-HRM-03 : STRATEGIC HUMAN RESOURCE
MANAGEMENT**

(2019 Revised Pattern) (Semester - III)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *All questions carry equal marks.*

Q1) Solve any five. (2 marks each)

[10]

- a) Define Human Resource Planning.
- b) Distinguish between career planning and strategic planning (mention 2 points each.)
- c) Define strategic fit.
- d) State any two objectives of job analysis.
- e) Define talent management.
- f) State any two limitations of OCTAPACE framework.
- g) Enumerate any two issues in implementations of strategic HR policies.
- h) Define HR cost.

Q2) Answer any two. (5 marks each)

[10]

- a) How does HR functions differently in a knowledge based economy compared to a traditional manufacturing environment?
- b) Discuss the impact of technological advancements on SHRM practices and the future of strategic HRm.
- c) How does effective career planning contribute to employee motivation and retention?

P.T.O.

Q3) Solve any one.

[10]

- a) Critically assess the effectiveness of investing in HR initiatives on organizational performance.

OR

- b) Evaluate the effectiveness of different forecasting techniques in predicting HR demand and supply in rapidly changing technological dynamics industry.

Q4) Solve any one.

[10]

- a) Discuss the strategies that a HR Professional can use to develop cross cultural sensitivity within the work force with suitable examples.

OR

- b) Explain what shall be the ethical considerations for MNCS regarding HR practices for employees in different countries.

Q5) Solve any one.

[10]

- a) Discuss converting global SHRM practices into global competitive advantages.

OR

- b) Explain how can HR practices such as talent development and engagement programs be leveraged to create sustainable global competitive advantage.

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Total No. of Questions : 5]

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S.Y.M.B.A.

SEAT No. :

[Total No. of Pages : 2

**304 -HR-SC-HRM-03 : STRATEGIC HUMAN RESOURCE
MANAGEMENT**

(Revised 2019 Pattern) (Semester - III)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Each question has an internal option.*
- 3) *Each question carries 10 marks.*

Q1) Answer any 5 questions.

[5×2=10]

- a) Define the term human capital measurement.
- b) State any two difference between strategic HR & traditional HR.
- c) Define the term Succession planning.
- d) Write any two objectives of SHRM.
- e) Write any four challenges in SHRM.
- f) List any four employee engagement strategies.
- g) Elaborate the term OCTAPACE.
- h) Write any two HR demand for casting technique.

P.T.O.

Q2) Answer any two questions.

[2×5=10]

- a) Explain the evolution of SHRM.
- b) Elaborate the role of HRM in developing knowledge economy.
- c) Explain the process of HR planning.

Q3) Answer any one question.

[1×10=10]

- a) Enumerate talent management strategies.
- b) Explain both external & internal supply for casting techniques in detail.

Q4) Answer any one question.

[1×10=10]

- a) Explain the role of career planning in developing effective workforce.
- b) Explain the potential challenges & issues that organizations may face in implementing HR strategies in the Indian context.

Q5) Answer any one question.

[1×10=10]

- a) Discuss the concept of Return on Investment when evaluating HR initiatives.
- b) Discuss a specific example of a cross cultural misunderstanding in the workplace & how it could be prevented through increased cultural sensitivity.



Total No. of Questions : 5]

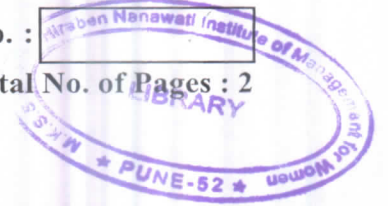
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S.Y. M.B.A.

SEAT No. :

[Total No. of Pages : 2



**304-HR SC-HRM-03 : STRATEGIC HUMAN RESOURCE
MANAGEMENT**

(2019 Revised Pattern) (Semester-III)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *All questions carry equal marks.*

Q1) Define any five terms.

[10]

- a) SHRM
- b) Human Resource Planning
- c) Job Analysis.
- d) Career planning
- e) Succession planning
- f) OCTAPACE
- g) Talent management.
- h) Employee engagement

Q2) Answer any two questions.

[10]

- a) Differentiate between strategic HR & Traditional HR.
- b) Differentiate between Demand & Supply forecasting in HR planning.
- c) Explain the types of HR Strategies.

P.T.O.



Q3) Answer any one question.

[10]

- a) Explain the challenges & Issues in implementation of HR Strategies in Indian context.
- b) Elaborate employee engagement strategies.

Q4) Answer any one question

[10]

- a) Define cross cultural sensitivity & evaluate the developing cross cultural sensitivity in global dimension.
- b) Elaborate the steps involved in aligning HR strategies with business strategies

Q5) Answer any one question.

[10]

- a) Elaborate the importance of Job analysis in the context of Human resource planning.
- b) Elaborate the need & importance of talent management strategies with suitable examples.

Total No. of Questions : 5]

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S.Y. M.B.A.

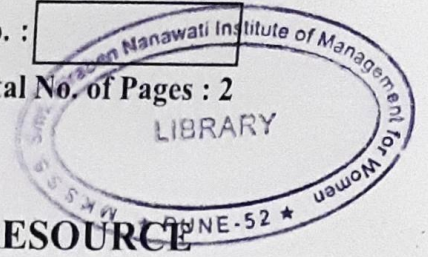
**304 - HR - SC - HRM - 03 : STRATEGIC HUMAN RESOURCE
MANAGEMENT**

(2019 Revised Pattern) (Semester - III)

SEAT No. :

[Total No. of Pages : 2

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Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *All questions carry equal marks.*

Q1) Solve any five questions:

[10]

- a) Define Human Capital.
- b) List any two objectives of SHRM.
- c) List the factors considered in the calculation of HR costs.
- d) List the steps involved in the Human Resource Planning Process.
- e) Define Succession Planning.
- f) Define Job Analysis.
- g) Define Talent Management.
- h) What do you mean by cross cultural management?

Q2) Answer any two questions:

[10]

- a) Write the evolution of SHRM in detail.
- b) Elaborate compensation & reward strategies.
- c) Summarize the differences between domestic & international SHRM.

P.T.O.

Q3) Answer any one question:

[10]

- a) Assess the effectiveness of a talent management strategy in enhancing employee engagement & retention. Justify your answer with example.
- b) Explain how each component of OCTAPACE contributes to organizational effectiveness.

Q4) Answer any one question:

[10]

- a) Evaluate the potential challenges in aligning HR strategies with business strategies.
- b) Elaborate the supply forecasting methods considering both external & internal factors.

Q5) Answer any one question:

[10]

- a) Develop a sample job analysis questionnaire for any specific role within an organization.
- b) Elaborate the significance of career planning in achieving organizational goal with suitable example.

