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PD2820

SEAT No.:

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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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