

Total No. of Questions : 5]

PE5843

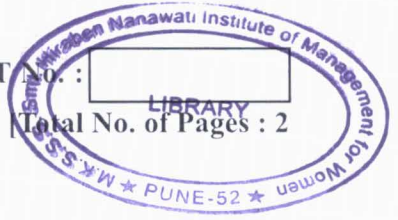
[6551]-819

S.Y. M.B.A.

HRM602MJ : STRATEGIC HUMAN RESOURCE MANAGEMENT

(2024 Pattern) (Semester-III)

SEAT No. :



Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Solve any 5 (2 marks each).

[5×2=10]

- a) Strategic HRM focuses on aligning HR strategies with.
- b) OCTAPACE culture emphasizes on.
- c) Define Strategic Human Resource Management.
- d) State any two objectives of SHRM.
- e) What is the role of technology in HCM?
- f) Define Strategic Fit with example.
- g) State any two challenges in implementing HR strategies.
- h) What is meant by Cross-cultural management?

Q2) Solve any 2:

[10]

- a) What is Human Capital Management? What is the importance of measuring HR's ROI?
- b) Discuss the role of HR strategies in gaining organizational competitive advantage.
- c) Describe the SHRM process and its significance with examples.

P.T.O.

Q3) a) A retail chain is planning global expansion. Apply SHRM strategies to manage workforce diversity across countries. **[10]**

OR

b) Apply HRP as a strategy to ensure availability of skilled manpower in a fast-growing automobile company.

Q4) a) What is forecasting and analysing HR demand? What are the different qualitative and quantitative methods? Explain with relevant examples. **[10]**

OR

b) Analyze the effectiveness of compensation and reward strategies in retaining talent in multinational firms.

Q5) a) Examine recruitment, retention and training strategies used by global organizations to build talent pipelines. **[10]**

OR

b) Create a strategic HR policy model focusing on compensation, benefits, cultural intelligence and ethical practices for a global IT organization.

