

Total No. of printed pages = 2

BA 17240 H3

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Roll No. of candidate

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M.B.A. 4th Semester End-Term Examination
STRATEGIC HUMAN RESOURCE MANAGEMENT
(New Regulation)

Full Marks – 70

Time – Three hours

The figures in the margin indicate full marks for the questions.

Answer Question. No. 1 and any four from the rest

1. Answer the following: (10 × 1 = 10)
- (a) Strategy was traditionally known as _____ planning.
 - (b) _____ is a special strength that gives an organization a competitive advantage.
 - (c) _____ is also known as multi-source feedback.
 - (d) ESOP stands for _____
 - (e) _____ refers to surplus of labour.
 - (f) Skill based pay is a _____ and not a _____ system.
 - (g) RBV of the firm means _____
 - (h) Performance Management focuses on _____ rather than _____ and _____
 - (i) The backbone of a gap analysis on an individual level is the _____ setting.
 - (j) _____ is a process where employees are encouraged to remain with the organization for a maximum period.

Answer any four question:

2. (a) What do you understand by the term Strategic Planning? Discuss the various types of strategies. (10)
- (b) Illuminate briefly the requisites of Strategic Planning. (5)

[Turn over

3. (a) Why Succession Planning is important in organizations for greater success? (5)
- (b) Explain briefly the four step plan to succession Planning. (5)
- (c) Discuss the advantages and disadvantages of Performance-based pay. (5)
4. (a) Define Autonomous work teams. Explain the purpose of establishing such teams. (8)
- (b) Explain the importance of Broadbanding? Explain why employers shift to broadbanding. (7)
5. (a) Explain various managerial systems that lead to organizational culture. Describe briefly the factors influencing Organizational culture. (10)
- (b) Discuss the relationship between retrenchment and redundancy? (5)
6. Illustrate the advantages of competency based performance management over traditional performance appraisals. State the conditions which makes the competency based management system most appropriate. (15)
7. Write short notes on: (any three) (3 × 5 = 15)
- (a) Multiskilling
- (b) Variable pay Programme
- (c) Downsizing
- (d) Advantages and disadvantages of Online recruitment
- (e) Challenges in Employee Retention

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