

Total No. of printed pages = 3

BA 17240H3

Roll No. of candidate

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2020

M.B.A. 4th Semester End-Term Examination

STRATEGIC HUMAN RESOURCE MANAGEMENT

Full Marks – 50

Time – Two hours

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

Answer Question No. 1 and any *three* from the rest.

1. Fill in the blanks (any *five*) : (5 × 1 = 5)
- (i) Bonus represent an amount of pay that is _____ every year.
 - (ii) Strategy was traditionally known as _____ planning.
 - (iii) _____ is a special strength that gives an organization a competitive advantage.
 - (iv) _____ is also known as "multi-source feedback".
 - (v) Performance Management focuses on _____ rather than _____ and _____.

[Turn over

- (vi) An employee is said to be _____ when his or her job becomes redundant.
 - (vii) Culture is a system for differentiating between and _____ people.
 - (viii) _____ is a technique that compensates workers based on improvements in the company's production.
 - (ix) _____ refers to a surplus of labour.
 - (x) The fourth step of predictability involves events that are _____ or random.
2. (a) Define Strategic Planning? Discuss the various levels of hierarchy of strategic decision making. (3 + 5)
- (b) Elucidate the importance of strategic human resource management in the present times with reference to its objectives. (7)
3. (a) Define Autonomous work teams. Explain the purpose of establishing such teams. (7)
- (b) Discuss briefly the challenges of employee retention. Discuss the various methods of retention. (8)
4. Illustrate briefly the concept of Competency Mapping Why is it important for organization? Discuss the steps involved in the process. (15)

5. (a) Define Succession Planning. Discuss the various features of modern Succession Planning. (8)
- (b) Explain the stepwise approach that will enable the creation of a succession plan. State its limitations. (7)
6. (a) “Cross cultural awareness training results in a more convivial and understanding work environment.” Illustrate its importance in an organization.
- (b) Discuss the Performance cycle.
- (c) State the various determinants of cultural differences. (5 + 5 + 5)
7. Write short note on (any *three*) (3 × 5 = 15)
- (a) Broad banding
- (b) Outsourcing
- (c) Skill based pay and Job based Pay
- (d) Multiskilling
- (e) Gain sharing and Profit sharing.
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