

Code No: MB163G/R16

MBA III Semester Regular/Supplementary Examinations, Nov/Dec-2019

STRATEGIC HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

Max. Marks: 60

*Answer Any FIVE Questions
All Questions Carry Equal Marks
Question No. 8 is Compulsory*

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| 1. a | Explain the strategic framework for HRM and HRD. | 6M |
| b | Discuss in detail on the strategic HR issues in international assignments. As a global HR head what steps you will take to minimize the same. | 6M |
| 2. a | State the principles of e-Selection and recruitment. | 6M |
| b | Discuss the impact of strategic HRM on organizational performance. | 6M |
| 3. a | Describe the strategic role of HR Planning with a neat diagram. | 6M |
| b | Briefly discuss about the strategic oriented performance measurement system. | 6M |
| 4. a | Explain the concept of competency and how competency is related to compensation and promotion. | 6M |
| b | Explain the various performance practice rewarding individuals and teams for improving organization performance | 6M |
| 5. a | Describe the strategic approach to maintain harmonious industrial relations in Indian organizations | 6M |
| b | Discuss the impact of negotiation skills in dealing with the unions for working towards harmonious relations. | 6M |
| 6. a | What are the HRD levels in strategic HRD planning? | 6M |
| b | Explain the HRD effectiveness? | 6M |
| 7. a | What are the approaches to evaluations? | 6M |
| b | Explain the HR outsourcing strategy. | 6M |
| 8. | Case Study
“With IT, Telecom and other service sector industries dominating the headlines. The problems of Industrial sector employee have been completely neglected. There is a general feeling that labour unions have been sidelined and the employees are no more interested in taking to the streets, at the risk of losing employment. This sheer fear is the reason for the prevailing industrial harmony in the country.” | 12M |
| i. | Would you agree with this statement? | |
| ii. | Review some of the contemporary labour issues and discuss the relevance of trade unions in the current context. | |
| iii. | What strategy you would like to apply in this scenario to get more harmony of relations? | |
