

Roll No. ....

**56075**

**MBA 2 Year 4th Semester (N.S.)  
Examination-May, 2015**

**STRATEGIC HUMAN RESOURCE  
MANAGEMENT**

**Paper : MBA-407**

**Time : 3 hours**

**Max. Marks : 80**

Before answering the questions, candidates should ensure that they have been supplied the correct and complete question paper. No complaint in this regard will be entertained after the examination.

**Note :** Section-A contains eight Short Answer Questions of two marks each and is compulsory. From Section-B attempt five questions, selecting one question from each Unit. All questions carry equal marks.


**SECTION - A**

1. Conceptualise the following : (16)

(a) Human capital

56075-2100-(P-4)(Q-9)(15) (1)

[ Turn Over

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- (b) Work force diversity
  - (c) Utility Approach
  - (d) Succession Planning
  - (e) Employer Branding
  - (f) Assessment Centre
  - (g) Parent Country Nationals
  - (h) Outsourcing


## **SECTION - B**

### **UNIT - I**

2. Define knowledge economy. What are the various roles played by an HR Manager in knowledge economy. (16)
3. Explain Strategic Human Resource Management. Discuss the differences between Strategic HRM and Traditional HRM. (16)

56075-2100-(P-4)(Q-9)(15) (2)

## UNIT-II

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4. What is Human Resource Planning ? Explain its importance. Discuss the linkage between strategic planning and HRP. (16)
5. Discuss HR evaluation. Explain the rationale for HR evaluation. Enlist General Approaches to HR Evaluation. (16)

## UNIT-III

6. Define the term Recruitment and Selection. Discuss various methods of Recruitment and their advantages. (16)
7. Explain the term performance management. What are its major objectives and importance in the organisation ? (16)

#### UNIT - IV

8. Define International Human Resource Management. What is its importance in present scenario ? (16)

9. Why do organizations opt for downsizing ? What precautions should be taken while adopting downsizing in larger organisations. (16)