

UNIT-IV

8. What do you understand by off-shoring ?
Explain its objectives and significance for the organization.
9. Write notes on :
- (a) International Labour Market
- (b) Downsizing

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Roll No.

56075

**MBA 2 Year 4th Semester (N.S.)
Examination- May, 2016**

**STRATEGIC HUMAN RESOURCE
MANAGEMENT**

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 : Attempt all questions from Section-A carrying 2 marks each. From Section - B you are to attempt **four** questions (selecting **one** from each Unit). All questions carry equal marks.

SECTION - A

1. Write short notes (within 50 words) on the following.
- (a) Describe SHRM

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- (b) SHRM significance to organization
- (c) Strategic fit
- (d) Human resource development
- (e) Reward system
- (f) Career development system
- (g) Performance management
- (h) Outsourcing

SECTION - B

UNIT - I

2. Define the objectives of strategic human resource management. Explain the challenges before management to fulfill these objectives.
3. Distinguish between strategic human resource and traditional human resource. Which one is suitable in present environment? Explain.

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UNIT - II

4. Describe the role of human resource planning in organizational growth and development. Defend your answer with examples.
5. Explain the role of SHRM in achieving business goals and ensuring the effective functioning of the organization.

UNIT - III

6. Distinguish between performance and potential appraisal. How do these contribute to organizational growth? Justify your answer with suitable examples.
7. "Career development is a motivational tool for employees." Elaborate with suitable examples.

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