

## MS-305

### Strategic Human Resource Management

Master of Business Administration/P. G. Diploma  
in Human Resource Management  
(MBA-16/17/PGDHRM-16/17)

Second/Fourth Semester, Examination, 2018

**Time : 3 Hours**

**Max. Marks : 80**

**Note :** This paper is of **eighty (80)** marks containing **three (03)** Sections A, B and C. Learners are required to attempt the questions contained in these Sections according to the detailed instructions given therein.

#### Section-A

##### (Long Answer Type Questions)

**Note :** Section 'A' contains four (04) long answer type questions of nineteen (19) marks each. Learners are required to answer *two* (02) questions only.

1. What is Strategic Human Resource Management ? Explain the strategic framework for HRD.
2. "Implementation of HR strategies can enhance organisational performance." Do you agree with this statement ? Discuss.
3. What is meant by employee engagement ? Discuss the various employee engagement strategies adopted by the organisations.

4. Briefly explain the strategic role of top management. Discuss the different HR strategies used by the organizations.

### **Section–B**

#### **(Short Answer Type Questions)**

**Note :** Section ‘B’ contains eight (08) short answer type questions of eight (08) marks each. Learners are required to answer *four* (04) questions only.

1. What is HR Scorecard ?
2. What is meant by investment perspective of HRM ?
3. Define expatriation and repatriation.
4. What is the role of HR strategy in workforce diversity ?
5. Define competitive advantage.
6. What is meant by Strategic Performance Management ?
7. Discuss the HR strategy in Training and Development.
8. Discuss the strategic role of HRM.

### **Section–C**

#### **(Objective Type Questions)**

**Note :** Section ‘C’ contains ten (10) objective type questions of one (01) mark each. All the questions of this Section are compulsory.

1. Competitive advantage in form of human capital of organization is considered as :
  - (a) Strategic Human Resource Management
  - (b) Workforce Management
  - (c) Effectivity Management
  - (d) Efficiency Management

2. In an organization, research efforts that are made to evaluate current structure of human resource management are classified as :
  - (a) Human Resource Assessment
  - (b) Human Staff Rating
  - (c) Human Resource Audit
  - (d) Human Resource Research
3. Strategic Human Resource Management (SHRM) links human resources with other functional areas of the organization. But for a variety of reasons, many organizations are not adopting SHRM. Which of the following is not a barrier to SHRM ?
  - (a) Lack of technical knowledge
  - (b) Lack of strategic perspective
  - (c) Difficulty in quantifying
  - (d) Focus on long-term performance
  - (e) Resistance of employees
4. Model of best practice and model of strategic change are the two models that help to understand the relationship between Human Resources (HR) and strategy. Which of the following is/are true with regard to these two models ?
  - (I) According to strategic change model, HR activities should be aligned with the overall management objectives.
  - (II) Strategic change model has four basic propositions.

- (III) Best practice model is also called “The map of HRM territory”.
- (a) Only (I) above
  - (b) Only (II) above
  - (c) Only (III) above
  - (d) Both (I) and (II) above
  - (e) Both (II) and (III) above
5. Capability of an organization which helps in gaining competitive advantage over its competitors is classified as :
- (a) Managerial Competency
  - (b) Core Competency
  - (c) Organizational Competency
  - (d) Workforce Specially
6. Which of the following analyzes the areas of development and makes an assessment of the employee's strengths and weaknesses in his/her job ?
- (a) Value Chain Analysis
  - (b) Human Capital Accounting
  - (c) Performance Management System
  - (d) Total Quality Management
  - (e) Employee Information System
7. System which is designed to provide useful information while making decisions regarding human resource of an organization is classified as :
- (a) Benefit Analysis System

- (b) Human Resource Information System
  - (c) Decisional Information System
  - (d) Integration HR
8. Procedure of analyzing human capital availability and need of human resources for organization is classified as :
- (a) Human Resource Planning
  - (b) Recruitment Planning
  - (c) Cost Planning
  - (d) Differentiation Planning
9. Human resource strategy in which focus is mainly on innovation, growth and decentralized structuring of firm is classified as :
- (a) Cost Leadership
  - (b) Differentiation
  - (c) Organization Centralization
  - (d) Competency Advantage
10. The three important components in aligning business strategy with HR practice are :
- (a) Business Strategy, Human Resource Practices, Organisational Capabilities
  - (b) Marketing Strategy, Human Resource Practices, Organisational Capabilities
  - (c) Business Strategy, Human Resource Practices, Organisational Structure
  - (d) Marketing Strategy, Human Resource Practices, Organisational Structure

