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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

M.B.A.

SEM: IV - THEORY EXAMINATION (2021 - 2022)

Subject: Strategic Human Resource Management

Time: 3 Hours

Max. Marks: 100

General Instructions:

1. The question paper comprises three sections, A, B, and C. You are expected to answer them as directed.
2. Section A - Question No- 1 is 1 marker & Question No- 2 carries 2 mark each.
3. Section B - Question No-3 is based on external choice carrying 6 marks each.
4. Section C - Questions No. 4-8 are within unit choice questions carrying 10 marks each.
5. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.

SECTION A

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1. Attempt all parts:-

- 1-a. _____ is a key HR role as defined by Ulrich et al (2009). (CO1) 1
- (a) Personnel administrator
 - (b) Business ally
 - (c) Payroll adviser
 - (d) Organisational geographer
- 1-b. _____ is closely associated with strategic human resource management. (CO1) 1
- (a) Efficient utilisation of human resources
 - (b) Attracting the best human resources
 - (c) Providing the best possible training
 - (d) All of the above
- 1-c. The _____ considers four different perspectives: customer, internal, innovation and learning, and financial. (CO2) 1
- (a) SWOT analysis
 - (b) Value chain analysis
 - (c) BCG matrix
 - (d) Balanced scorecard
- 1-d. The strategic training and development process begins with _____. (CO2) 1
- (a) Choosing strategic training and development initiatives
 - (b) Identifying the business strategy
 - (c) Developing websites for knowledge sharing
 - (d) Identifying measures or metrics
- 1-e. Which of the following is not a specific HR strategy (CO3) 1
- (a) Employee Engagement
 - (b) Resourcing
 - (c) High Performance Management
 - (d) Talent management
- 1-f. Human capital pool consists of..... (CO3) 1
- (a) Skill
 - (b) Knowledge
 - (c) Ability
 - (d) All of the above

- 1-g. What is the first step in knowledge management? (CO4) 1
- (a) Gather
 - (b) Classify
 - (c) Analyze
 - (d) Share
- 1-h. HRM acquires a key role in potentiating and facilitating both KM and ___processes. (CO4) 1
- (a) Learning
 - (b) Development
 - (c) Training and development activities
 - (d) None of the above
- 1-i. _____ in global HRM will help to cope up with the changes. (CO5) 1
- (a) Confidence and motivations
 - (b) Communication styles
 - (c) Attitude and aptitude
 - (d) New skill and knowledge
- 1-j. _____ is the recognition and valorization of individual differences. (CO5) 1
- (a) Diversity management
 - (b) Global hr management
 - (c) International labour management
 - (d) All the above

2. Attempt all parts:-

- 2.a. Mention two features of SHRM. (CO1) 2
- 2.b. Define SWOT analysis. (CO2) 2
- 2.c. Define HR Strategy. (CO3) 2
- 2.d. Define knowledge management. (CO4) 2
- 2.e. Define Global HRM. (CO5) 2

SECTION B

30

3. Answer any five of the following:-

- 3-a. Discuss the concept of workforce diversity. (CO1) 6
- 3-b. Define competitive advantage with suitable examples. (CO1) 6
- 3-c. Discuss how SHRM can affect organisation performance. (CO2) 6
- 3-d. Define High Performance Work Systems and discuss its essential elements. (CO2) 6
- 3.e. Discuss the role of HR strategy in Organisation vision and mission. (CO3) 6
- 3.f. Discuss the factors for knowledge influences. (CO4) 6
- 3.g. Discuss the objectives of Global HRM. (CO5) 6

SECTION C

50

4. Answer any one of the following:-

- 4-a. Discuss the evolution of SHRM. (CO1) 10
- 4-b. Discuss the various approaches of SHRM. (CO1) 10

5. Answer any one of the following:-

- 5-a. Describe the process of Strategic Training and Development. (CO2) 10
- 5-b. Illustrate How HR activities can influence other HR Activities in the company. (CO2) 10

6. Answer any one of the following:-

- 6-a. Discuss Specific HR Strategies. (CO3) 10
- 6-b. Discuss the model of SHRM. (CO3) 10

7. Answer any one of the following:-

7-a. Define Knowledge Management. Discuss features in knowledge management. (CO4) 10

7-b. Explain the techniques of harnessing organisational knowledge. (CO4) 10

8. Answer any one of the following:-

8-a. Explain the phases of Repatriation. (CO5) 10

8-b. Explain the various readjustment challenges during Global HRM. (CO5) 10