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Subject Code:- AMBAHR0412

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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA
(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: IV - THEORY EXAMINATION (2023 - 2024)

Subject: Strategic Human Resource Management

Time: 3 Hours

Max. Marks: 100

General Instructions:

IMP: Verify that you have received the question paper with the correct course, code, branch etc.

1. This Question paper comprises of **three Sections -A, B, & C**. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.
2. Maximum marks for each question are indicated on right -hand side of each question.
3. Illustrate your answers with neat sketches wherever necessary.
4. Assume suitable data if necessary.
5. Preferably, write the answers in sequential order.
6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.

SECTION A

20

1. Attempt all parts:-

- 1-a. The competencies or skills that a firm employs to transform inputs into outputs are: (CO1) 1
- (a) Tangible resources
 - (b) Intangible resources
 - (c) Organisational capabilities
 - (d) Reputational resources
- 1-b. SHRM considers people as a strategic resource for attaining _____. (CO1) 1
- (a) Organizational Goal
 - (b) Organizational objectives
 - (c) Competitive advantage
 - (d) Top position in the market
- 1-c. Training is most effective in resolving____(CO2) 1
- (a) Skill gaps
 - (b) Attitudinal problems
 - (c) Poor motivation
 - (d) Attendance issues
- 1-d. The final step of the strategic training and development process involves _____.(CO2) 1
- (a) Choosing strategic training and development initiatives
 - (b) Identifying the business strategy
 - (c) Identifying measures or metrics
 - (d) Creating concrete training and development activities
- 1-e. An engaged employee is an employee (CO3) 1
- (a) Highly motivated and ready to go extra mile
 - (b) Focused and keen to take up challenges

- (c) Problem-solving attitude
(d) All of the above
- 1-f. A is a company that facilitates the learning of its members and continuously transforms itself. (CO3) 1
(a) Successful Organization
(b) Growing Organization
(c) Learning Organization
(d) None of the above
- 1-g. The process of finding, gathering, assessing, organizing, and sharing information is known as (CO4) 1
(a) Information management
(b) Knowledge management
(c) Information technology
(d) Knowledge technology
- 1-h. HR processes and practices impact the knowledge sharing in a firm in which of the following ways- (CO4) 1
(a) Networked organization
(b) Training
(c) Knowledge communities (Teams)
(d) All of the above
- 1-i. Why do Multinational Corporations promote the diffusion of 'best practices'? (CO5) 1
(a) To improve administrative efficiency
(b) To increase technical gains
(c) To increase organisational gains
(d) All of the above.
- 1-j. In ___ the nationals of the host country are recruited for the managerial positions to carry out the operations of the subsidiary company. (CO5) 1
(a) Regiocentric Approach
(b) Polycentric approach
(c) Ethnocentric Approach
(d) None of the above
2. Attempt all parts:-
- 2.a. Define Competitive advantage. (CO1) 2
2.b. Mention the purpose of Strategic Training. (CO2) 2
2.c. Define HR Strategy.(CO3) 2
2.d. Explain the concept of knowledge workers. (CO4) 2
2.e. Define Expatriate. (CO5) 2

SECTION B

30

3. Answer any five of the following:-

- 3-a. Discuss the concept of workforce diversity. Explain the challenges faced by HR Managers in today's scenario. (CO1) 6
3-b. Explain Workforce flexibility along with the advantages. Discuss the work-life-balance in 6

detail.(CO1)

- 3-c. Define High Performance Work Systems. Discuss the essential elements of High Performance Work Systems.(CO2) 6
- 3-d. Discuss two theoretical models of Strategic Human Resource Development. (CO2) 6
- 3.e. Discuss the role of HR strategy in Organisation vision and mission.(CO3) 6
- 3.f. Explain the concept of : a) Knowledge Abstraction b) Knowledge Diffusion. (CO4) 6
- 3.g. Discuss the factors affecting Global HRM.(CO5) 6

SECTION C

50

4. Answer any one of the following:-

- 4-a. The growth of Strategic Human Resource Management (SHRM) was slow in India. Discuss the stages of evolution of SHRM. (CO1) 10
- 4-b. Explain any two models of Strategic Human Resource Management. (CO1) 10

5. Answer any one of the following:-

- 5-a. Describe the methods of HR metrics. Explain the ways in which these methods help in improving organizations success and performance through various functions of management. (CO2) 10
- 5-b. Discuss the elements of Strategic Compensation in detail.(CO2) 10

6. Answer any one of the following:-

- 6-a. Explain Vertical and Horizontal Fit. Discuss how HR strategy can be linked to business strategy through Vertical and Horizontal Fit. (CO3) 10
- 6-b. "Employee engagement is a psychological contract". Elucidate this statement. Explain the strategies for enhancing employee engagement in an organization. (CO3) 10

7. Answer any one of the following:-

- 7-a. Enumerate the advantages and disadvantages of HR Outsourcing in strategic environment. (CO4) 10
- 7-b. Discuss the concept of Mergers and Acquisitions along with the three stage model in detail. (CO4) 10

8. Answer any one of the following:-

- 8-a. Enumerate the various criteria which should be considered while selecting employees at international level. Explain the process of selection in detail. (CO5) 10
- 8-b. Discuss how to create Cross-Cultural Competency and Leadership in global HRM. (CO5) 10