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APR-MAY

M. B. A. (Fourth Semester) Examination, 2020

(New Scheme)

(Management Branch)

(Elective-I)

**STRATEGIC HUMAN RESOURCE MANAGEMENT  
(NEW)**

*Time Allowed : Three hours*

*Maximum Marks : 80*

*Minimum Pass Marks : 32*

*Note : All questions are compulsory. Every questions has two parts i.e. (a) and (b) or (c). Part (a) is compulsory and comprises of 6 marks. Internal choice is provided between (b) or (c) and comprises of 10 marks.*

1. (a) Distinguish between Traditional HRM and SHRM. 6
- (b) Throw light on human resource environment. 10

Or

- (c) How can HR strategies be integrated with business strategies? 10
2. (a) Write short note on Online recruitment. 6
- (b) Quality of work life is that umbrella under which employees feel fully satisfied with their working environment and extend cooperation to the management. Give your views in light of the above statement. 10

Or

- (c) What do you understand by Employee Empowerment? Explain the importance of Employee Empowerment. 10
3. (a) What is Learning Organisation? Briefly explain the characteristics of learning organisation. 6
- (b) Cross cultural training is essential for doing business in present scenario involving multiple nations and cultures. Explain the importance of cross cultural training with reference to the above statement. 10

Or

- (c) Write short notes on : 10
- (i) Competency mapping
  - (ii) Multi skill succession planning
4. (a) What is skill based pay? How is it different from traditional pay system? 6
- (b) What is profit sharing? Highlight the advantages and limitations of profit sharing. 10
- Or**
- (c) Write short notes on : 10
- (i) Executive compensation
  - (ii) Variable pay
5. (a) Briefly explain voluntary retirement scheme. 6
- (b) What is Downsizing? Why organisations need to down size their employees? 10
- Or**
- (c) Write short notes on : 10
- (i) HR outsourcing
  - (ii) Project based employment