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Roll No. :

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**M. B. A. (Fourth Semester) Examination,
April-May 2022**

(New Scheme)

(Management Branch)

**STRATEGIC HUMAN RESOURCE
MANAGEMENT (New)**

Time Allowed : Three hours

Maximum Marks : 80

Minimum Pass Marks : 32

***Note : There are five questions of 16 marks each.
Internal choice is provided. All questions are
compulsory.***

Unit-I

1. What is strategic human resource management? How can HR strategies be intergrated with business strategies? 16

[2]

Or

Write short notes on : (any **two**) 2×8=16

- (i) Human resource environment
- (ii) WTO and labor standards
- (iii) HR plans and policies.

Unit-II

2. Employee empowerment leads to increase in productivity and greater degree of employee e-commitment to organizational goals. Do you agree? Justify your answer by giving suitable examples. 16

Or

Write short notes on : (any **two**) 2×8=16

- (i) Quality of Worklife
- (ii) Telecommuting
- (iii) Autonomous work teams

Unit-III

3. What is learning organisation? Why organisations need to transform themselves into learning organisations? 16

[3]

Or

Write short notes on : (any **two**) 2×8=16

- (i) Competency mapping
- (ii) Multi skill succession planning
- (iii) Cross cultural training

Unit-IV

4. Skill based pay provides competitiveness to the employers and higher earnings to the employees. Elucidate the statement throwing light on skill based pay in the 21st century. 16

Or

Write short notes on : (any **two**) 2×8=16

- (i) Profit sharing
- (ii) Executive compensation
- (iii) Variable Pay

Unit-V

5. What is downsizing? Why organisations need to downsize their workforce? 16

Or

[4]

Write short notes on : (any **two**)

2×8=1,6

- (i) Voluntary retirement scheme
- (ii) HR outsourcing
- (iii) Project based employment