

Total No. of printed pages = 3

MBA 13240H2

Roll No. of candidate

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2017

MBA 4th Semester End-Term Examination

**STRATEGIC HUMAN RESOURCE
MANAGEMENT**

Full Marks-100 Pass Marks-35 Time-Three hours

The figures in the margin indicate full marks
for the questions.

GROUP - A

I. Answer any *six* from the following questions.

6×5=30

- (i) Explain the potential benefits of Strategic Management.
- (ii) What are the different levels of strategy ?
- (iii) State the need and importance of Strategic Human Resource Management.
- (iv) How will you develop an online recruitment strategy ?

[Turn over

- (v) What is employee retention ? What are the reasons for attrition ?
- (vi) What are the advantages and disadvantages of profit sharing ?
- (vii) Give an overview of Employee Stock Option Plan (ESOP).
- (viii) Distinguish between competency and performance.

GROUP - B

2. Answer any *four* from the following questions
4×10=40

- (i) What are the requisites of strategic planning ? Explain the process of Strategic Management.
- (ii) Explain the steps involved in Strategic Human Resource Management.
- (iii) What is outsourcing ? What are the various factors that must be considered in the process of outsourcing ?
- (iv) Explain the benefits and uses of Broadbanding.

- (v) What is Competency Mapping ? Explain the process of Competency Mapping.
- (vi) What is Multi-skilling ? What are the various categories of Multi-skilling ?

GROUP - C

Answer any *two* from the following questions :
2×15=30

- (i) What is online recruitment ? Explain the growth of E-recruitment. What are the advantages of E-recruitment ? 2+5+8=15
- (ii) What is skill based pay ? Explain the advantages and problems in skill based pay. 5+5+5=15
- (iii) Explain Retrenchment and Redundancy. Give a description on Downsizing. 5+5+5=15
- (iv) Write short notes on the following :
5+5+5=15
 - (a) Headhunting
 - (b) Assessment centres
 - (c) Work life balance.