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PBAE 3 A**

M.B.A. (CBCS) DEGREE EXAMINATION,
NOVEMBER 2020.

Third Semester

Business Administration

Elective – STRATEGIC HUMAN RESOURCE
MANAGEMENT

(For those who joined in July 2016 and afterwards)

Time : Three hours

Maximum : 75 marks

PART A — ($10 \times 1 = 10$ marks)

Answer ALL questions.

Choose the correct answer :

1. Operating cost for new system is added into implementation cost and is then divided by gains, by improvements in productivity is called _____.
 - (a) Analysis of benefits
 - (b) Return on investment
 - (c) Economic value added
 - (d) Return on public offering

2. Network in company that allows company's employees to have access to all information given by some external entities is classified as _____.
- (a) Extranet
 - (b) Internet
 - (c) Geographic area network
 - (d) Wide area network
3. System which is designed to provide useful information while making decisions regarding human resource of an organization is classified as ____.
- (a) Benefit analysis system
 - (b) Decisional information system
 - (c) Integration HR
 - (d) Human resource information system
4. Total number of employees are added into employee voluntary separations, to calculate ____.
- (a) Production turnover rate
 - (b) Investment turnover rate
 - (c) Volunteer turnover rate
 - (d) Employee hiring rate

5. Situation which results in putting employees on unpaid absences is classified as _____.
(a) Layoffs
(b) Retirement buyouts
(c) Attribution
(d) Attrition
6. Procedure of analyzing human capital availability and need of human resources for organization is classified as _____.
(a) Recruitment planning
(b) Cost planning
(c) Differentiation planning
(d) Human resource planning
7. Strategic thinking is a _____ process.
(a) Short term
(b) Continuous
(c) Long term
(d) Extended
8. In the context of IHRM, _____ is considered as a strategic activity.
(a) Planning
(b) Productivity
(c) Recruitment
(d) Decision Making

9. Competitive edge comes from the _____ of people.
- (a) Competency
 - (b) Quality
 - (c) Efforts
 - (d) Hard work
10. The Primary source of competitive advantage in Strategic human resources management is _____
- (a) People
 - (b) Pattern
 - (c) Technology
 - (d) Process

PART B — ($5 \times 5 = 25$ marks)

Answer ALL questions, choosing either (a) or (b).

Each answer should not exceed 250 words.

11. (a) Interpret the term strategy.
- Or
- (b) State the benefit of portfolio resource allocation.
12. (a) Infer about the concept “Organization”.
- Or
- (b) What are the elements of culture?

13. (a) Distinguish between human resource management and strategic human resource management.

Or

- (b) Identify the significance of the idea of fit.

14. (a) Show who is an effective leader.

Or

- (b) Underline the importance of rewards in employee motivation.

15. (a) Define change management.

Or

- (b) List out the major challenges in change management.

PART C — ($5 \times 8 = 40$ marks)

Answer ALL questions, choosing either (a) or (b).

Each answer should not exceed 600 words.

16. (a) Discuss the salient features of growth strategies.

Or

- (b) Draw a suitable diagram and discuss about the five force model in the context of SHRM.

17. (a) Examine the factors that influence the designing an organization.

Or

- (b) Analyze the key issues to be noted down in the organizational processes.

18. (a) Compare and contrast the hard and soft versions of HRM.

Or

- (b) Illustrate with suitable example the transformation of HR from a strategic perspective.

19. (a) Explain how organizations could achieve competitive advantage through people by bundling competencies.

Or

- (b) Make a critical assessment of the reasons for strategy failures.

20. (a) Evaluate the challenges of working in cross cultural, multi-national, multi-ethnic environment from an employee perspective.

Or

- (b) Assess the merits and demerits of Lewin's change management model.

