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PAW-161100020309

Seat No. _____

M. B. A. (Sem. III) (CBCS) Examination

October / November - 2018

Strategic Human Resource Management

Time : $2\frac{1}{2}$ Hours]

[Total Marks : 70

Instruction : All questions carry equal marks.

1 Why it is important for any business to adopt an investment perspective for human assets and valuation as strategic decision” – Explain in brief. 14

OR

1 Explain in brief the concept of Strategic Human Resource Management with the help of SHRM model. 14

2 (a) Explain in brief : Aggregate and Succession Planning. 7
(b) What does ‘Outsourcing’ mean ? What are the implications and advantages of outsourcing under globalization conditions ? 7

OR

2 (a) List out the Perceptual Errors of Raters in performance management. 7
(b) How does an organization’s investment in staffing benefit the organization after an applicant becomes an employee ? 7

3 What are the critical factors to consider in the design of work system ? What particular role does technology play in the design of work system ? 14

OR

3 What are the major objectives of human resource planning ? Why is each of these objectives critical for an organization’s success ? 14

- 4 (a) Describe various types of organizational assets or capital. 7
- (b) What are the advantages and disadvantages of on-the-job, off-the-job, and online training ? 7
- OR**
- 4 (a) Discuss the ways an organization might attempt to retain its most valued employees. 7
- (b) Differentiate Traditional HR vs. Strategic HR. In what type of organizations might traditional HR still be appropriate ? 7
- 5 Write short notes : (any two)
- (1) E-recruitment and E-selection. 7
- (2) Lepak and Snell's employment model. 7
- (3) Pros and Cons of Disclosing Succession Planning. 7
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