

Unit IV

No. of Printed Pages : 04

Roll No.

7. How will you relate the firm performance in evaluating the HR functions ? Explain various measures and approaches of evaluation in detail.
8. Explain the purpose of measuring cost and benefits of HRM. Also comment on strategic linkages of performance.

II-497

**Dual Degree Bachelor of Management
Studies (BMS)/Master of Business
Administration (MBA) EXAMINATION,
Dec. 2017**

(Ninth Semester)

(Main/Re-appear)

MBI-HRM-10

**STRATEGIC HUMAN RESOURCE
MANAGEMENT**

Time : 3 Hours]

[Maximum Marks : 70

Before answering the question-paper candidates should ensure that they have been supplied to correct and complete question-paper. No complaint, in this regard, will be entertained after the examination.

Note : Attempt *four* questions in all, selecting at least *one* question from each Unit. All questions carry equal marks.

Unit I

1. Explain Strategic vs Traditional HR. Explain the typology of HR activities. How will you relate the HR strategy with organization as well as nation ?
2. Describe Best practice approach vs Best fit approach. Explain HR strategy in national context. Comment on investment perspective of HRM.

Unit II

3. (a) Explain in detail the following alternative HR systems :
 - (i) Universalistic
 - (ii) Contingency
 - (iii) Configurational
 - (iv) Congruence and integrated.

(b) Also explain how HR adds value to the firm.

4. How will you align business strategy with HR system ? Comment on the sustained competitive advantages.

Unit III

5. (a) Explain the strategies for employee shortages and employee surpluses.
(b) Explain the following typology of performance types :
 - (i) Marginal performers
 - (ii) Under achievers
 - (iii) Stars
 - (iv) Solid citizens
 - (v) R & S strategy typology.
6. Explain the HR strategy in workforce utilization. Comment on efficient utilization of human resource in details.