

7. Explain the HR strategy in workforce utilization. Comment on efficient utilization of human resource in detail.

Unit IV

8. How will you evaluate the HR function ? Explain the rationale for HR evaluation. Also explain :
- (a) Balanced score card prospective
 - (b) Accounting for HRM.
9. Explain the purpose of measuring cost and benefits of HRM. Also comment on strategic linkages of performance. Comment on few approaches to evaluation.
10. How willl you related the firm performance in evaluating the HR functions. Explain various measures and approaches of evaluation in detail.

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Roll No.

II-497

Dual Degree-BMS-MBA

EXAMINATION, May 2018

(Ninth Semester)

(Re-appear Only)

MBIHRM10

**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. Describe best fit approach v/s best practice approach. Explain HR strategy in national context.
2. Explain Traditional v/s Strategic HR. Explain the Typology of HR activities. How will you relate the HR strategy with organization as well as nation ?

Unit II

3. How will you align HR system with business strategy ? Comment on the sustained competitive advantages. Explain in detail various alternative HR system.
4. How HR adds values to the firm ? Describe the linkage of HRM practices of organizational outcomes. Also explain in detail the congruence and integrated HR systems.

M-II-497

2

5. (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.

Unit III

6. (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) Solids citizens
 - (v) R and S strategy typology.

(3-10/22)M-II-497

3

P.T.O.