

**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**MBA - SEMESTER– IV• EXAMINATION – WINTER 2015**

**Subject Code: 840303****Date: 05/12/2015****Subject Name: Strategic Human Resource Management (SHRM)****Time: 2:30 PM to 5:30 PM****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

- Q.1** (a) What do you mean by strategic Human Resource Management? What are the factors that influences the HR policies of a company? **07**
- (b) Briefly explain the process of formulation of market driven strategy. **07**
- Q.2** (a) Enumerate advantages that an organization could get through trade union involvement in its strategic plan. **07**
- (b) What is a business organization? How environmental forces compel it to plan its actions well in advance? **07**
- OR**
- (b) Explain Balance score card approach of assessing individual employee performance with suitable example. **07**
- Q.3** (a) Why interview is considered the most important selection instrument for strategic selection? **07**
- (b) Compare and contrast the behavioural and environmental strategies of developing managers. To what extent do they complement each-other? **07**
- OR**
- Q.3** (a) How does conventional HR Planning differ from Strategic HR Planning? Why and how a company that is going for backward or forward integration should consider integrating its HR Planning with Strategic Planning? **07**
- (b) “A line manager is one of the most important HR Manager” explain this statement. **07**
- Q.4** (a) What is a matrix structure and why do multinational companies so often use it for managing business across many countries? **07**
- (b) What are common limitations of internal employee developmental programmes? **07**
- OR**
- Q.4** (a) Explain the compensation strategy during Merger and Acquisition with suitable example. **07**
- (b) What are the Business and HR implications of outsourcing? **07**
- Q.5** (a) What is the relationship between structure and culture of an organization? How can culture be the source of competitive advantage for an organization? Explain giving suitable examples. **07**
- (b) Write a detail note on 360 degree appraisal. **07**
- OR**
- Q.5** (a) Why team performance is equally important as is individual performance? While assessing performance of a team, why is it necessary to assess team climate? Explain giving suitable examples. **07**
- (b) What is meant by organizational isomorphism? Why does HR Service not show high degree of isomorphism? **07**

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