Seat No.: _____ Enrolment No._____

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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