

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA - SEMESTER-IV • EXAMINATION – SUMMER • 2015

Subject Code: 840303

Date: 18-05-2015

Subject Name: Strategic Human Resource Management (SHRM)

Time: 10.30 am - 13.30 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 are the regulatory forces and social forces affecting the prospects of a business. **07**
- Q.1 (b)** Discuss Replacement chart, Succession planning and Markov Method as a Technique of HR planning. **07**
- Q.2 (a)** Explain the relation between structure and culture of an organization. How can culture be the source of competitive advantage of an organization? **07**
- Q.2 (b)** Discuss the common HR problems faced by organizations when they go for merger and acquisitions and how it can be minimized? **07**
- OR**
- Q.2 (b)** Human resource-based competitive advantage could be built from employee skills and expertise, organizational culture, and human resource systems. Among these three methods which one is hardest to duplicate and why? **07**
- Q.3 (a)** Differentiate between a conventional selection and a strategic Selection. **07**
- Q.3 (b)** What are the reasons for which workers join trade union? **07**
- OR**
- Q.3 (a)** What are the micro dimensions of human resource system? **07**
- Q.3 (b)** What is a business organization? How environmental forces compel it to plan its actions well in advance? **07**
- Q.4 (a)** What are the activities needed for effective HR Planning? **07**
- Q.4 (b)** What are the Business and HR implications of outsourcing? **07**
- OR**
- Q.4 (a)** How conventional recruitment is different from strategic recruitment? What are the advantages of having a HR strategy driven by market choice? **07**
- Q.4 (b)** State the conditions under which micro-HR loose their relevance? **07**
- Q.5 (a)** Write a detail note on 360 degree appraisal. **07**
- Q.5 (b)** What are common limitations of internal employee developmental programmes? **07**
- OR**
- Q.5 (a)** Describe different methods to assess managerial performance. **07**
- Q.5 (b)** Explain factors affecting organizational macro HR policy. **07**
