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Fourth Semester M.B.A. Degree Examination, October 2021

(CBCS - 2014-15 Scheme)

Management

Paper 4.4.1 — STRATEGIC HRM

Time : 3 Hours]

[Max. Marks : 70

SECTION - A

Answer any **FIVE** questions, each carries 5 marks : (5 × 5 = 25)

1. Define SHRM. Discuss various perceptives of SHRM.
2. How do you develop sustained competitive advantages through SHRM intervention?
3. What is PMS? Discuss various parameters of Performance Management System.
4. What is outsourcing and off shoring? What are the advantages and disadvantages of Out-sourcing?
5. Define M and A. What is the role of strategic HR Manager in M and A?
6. What is the role of HR Manager in downsizing and restructuring exercise? What skills are required by HR Manager?
7. Distinguish the strategic approach to human resources from the traditional functional approach to present.

SECTION - B

Answer any **THREE** questions, each carries 10 marks : (3 × 10 = 30)

8. Discuss various approaches adopted for Employee Development and Career Planning. Explain the career planning perspective including organizational and individual-centred career planning.
9. Discuss the role of HR in strategy HR Planning. What are the various steps involved in HR Planning?
10. Compensation and Rewards are important component of Employee Motivation. Discuss the role of HR Manager in devising a Strategic Compensation and Rewards system.
11. Discuss various stages of evolution of SHRM.

Compulsory Question :

(1 × 15 = 15)

12. CASE STUDY : Designing a Pay Structure

Post Pandemic, the Organizations are looking for New ways of work and what should be the Pay Structure, since the nature of work has changed. There would be shared working, work from home, flexitime, and moreover, employees have to do multiple work. Due to change in nature of work, the Organization have to look at new ways of Designing Pay structure of its employees. You are called by your Management, and since you are heading the HR function, you are asked to prepare a Pay structure for your employees and the creation of a compensation system for the organization in meeting its goals and supporting its mission.

Questions :

- (a) How do you prepare a Job Description for Front Desk Receptionist? What you'll show the minimum and maximum for pay grade (Pay Band)? (5)
 - (b) What will be the 5 areas of work for Administrative Assistant? (5)
 - (c) If you have to devise New Performance Measurement System, what are the factors included in PMS? (5)
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