



BRAINWARE UNIVERSITY

Course – MBA

Strategic Human Resource Management (HR403)

(Semester – 4)

Time allotted: 3 Hours

Full Marks: 70

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group –A

(Multiple Choice Type Question)

10 x 1 = 10

1. *Choose the correct alternative from the following*
 - (i) Large inventories can be best classified as
 - a. potential Opportunities
 - b. potential Threats
 - c. potential Strengths
 - d. potential Weaknesses
 - (ii) Low cost foreign competition, classified as
 - a. potential opportunities
 - b. potential threats
 - c. potential strengths
 - d. potential weaknesses
 - (iii) What our business is stated in
 - a. mission statement
 - b. strategic goals
 - c. vision statement
 - d. all of above
 - (iv) External and internal audit of a company includes
 - a. economic trends
 - b. political trends
 - c. competitive trends
 - d. all of above
 - (v) Diversification can be best classified as
 - a. potential opportunities
 - b. potential threats
 - c. potential strengths
 - d. potential weaknesses

- (vi) Motivating the employees is classified as:
- a. Informational role
 - b. Interpersonal role
 - c. Decisional role
 - d. Conceptual role
- (vii) A major internal factor that can determine the success of the recruiting programme is whether or not the company engages in _____
- a. HRP
 - b. Selection
 - c. Induction
 - d. None
- (viii) The poor quality of selection will mean extra cost on _____ and supervision
- a. Training
 - b. Recruitment
 - c. Work quality.
 - d. None of the above
- (ix) _____ is an objective assessment of an individual's performance against well-defined benchmarks.
- a. Performance Appraisal
 - b. HR Planning
 - c. Information for goal identification
 - d. None of the above
- (x) What is linked with performance appraisal?
- a. Job Design
 - b. Development
 - b. Job analysis
 - d. None of the above

Group – B

(Short Answer Type Questions)

3 x 5 = 15

Answer any *three* from the following

- 2. What is the meaning of employee downsizing policy? 5
- 3. What is VRS? Elucidate. 5
- 4. What are decision making strategies in an organization? 5
- 5. What is the role of HR Managers in an organization? Discuss. 5
- 6. What is the meaning of strategic selection? Elucidate. 5

Group – C

(Long Answer Type Questions)

3x 15 =45

Answer any *three* from the following

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|-----|-----|--|---|
| 7. | (a) | Briefly define effective employee retention strategy. | 9 |
| | (b) | In this context briefly define the problem of attrition. | 6 |
| 8. | (a) | Give the difference between HRM & Strategic HRM? | 9 |
| | (b) | Give the difference between strategy & plan? | 6 |
| 9. | (a) | What is the purpose of retrenchment strategy? Elucidate. | 8 |
| | (b) | Distinguish between retrenchment & lay-off. | 7 |
| 10. | (a) | Do you think HR manager should play the role of a change agent? Justify your answer. | 9 |
| | (b) | Distinguish between job enlargement and job enrichment. | 6 |
| 11. | (a) | Explain the role of audit in strategic HRM. | 8 |
| | (b) | What are the meaning of employee involvement strategy of an organization? | 7 |
