BRAINWARE UNIVERSITY

Term End Examination 2024-2025
Programme – MBA-2022/MBA-2023
Course Name – Strategic Human Resource Management
Course Code - HR402
(Semester IV)

Full Marks : 60   **Time : 2:30 Hours**
[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)   **1 x 15=15**

1. *Choose the correct alternative from the following :*

(i)   Identify the primary focus of strategic HRM in relation to the dynamics of the labor market.

a) Minimizing labor turnover   b) Maximizing employee satisfaction
c) Aligning HR practices with organizational   d) Implementing strict labor regulations
   goals

(ii) Recognize the strategy commonly employed by organizations to adapt to the changing dynamics of the labor market in strategic HRM.

a) Offering competitive salaries and benefits   b) Ignoring labor market trends
c) Relying solely on internal promotions   d) Implementing rigid job structures

(iii) Describe the role played by technology in shaping the dynamics of the labor market in strategic HRM.

a) It decreases the need for skilled workers   b) It has no influence on labor market dynamics

c) It creates new job opportunities   d) It restricts organizations from adopting flexible work arrangements

(iv) Show how choice and decision-making focus in strategic HRM impact organizational agility.

a) It fosters rigidity and inflexibility   b) It promotes adaptability and responsiveness to change

c) It discourages innovation and creativity   d) It relies solely on outdated practices

(v)   Relate the primary goal of integrating HRM with corporate strategy.

a) Maintaining a separate HR agenda   b) Isolating HR functions from organizational goals

c) Aligning HR practices with overall   d) Creating barriers between departments
   organizational objectives

(vi) Identify the significance of communication in the integration of HRM with corporate strategy.

a) It promotes siloed thinking and limited collaboration

b) It facilitates transparency and alignment with organizational goals

c) It restricts access to relevant information

d) It undermines employee engagement

(vii) Identify the factor crucial for successful integration of HRM with corporate strategy.

a) Maintaining siloed approaches to HR management

b) Ignoring organizational goals and objectives

c) Ensuring HR practices are aligned with business needs

d) Implementing one-size-fits-all HR policies

(viii) In strategic HRM, determine the role stakeholder communication play in evaluating HR initiatives.

a) It limits transparency and disclosure.

b) It fosters relationships with external stakeholders.

c) It discourages collaboration and engagement.

d) It disregards the importance of external perceptions.

(ix) Judge how strategic HRM approach diversity and inclusion in recruitment.

a) By promoting homogeneity in the workforce

b) By actively seeking diverse talent to enhance organizational performance

c) By limiting access to underrepresented groups

d) By ignoring the importance of diversity in the workplace

(x) Examine strategic HRM's approach recruitment channels and sourcing methods.

a) By utilizing diverse channels and innovative sourcing techniques to attract talent

b) By relying solely on traditional methods without exploring new avenues

c) By limiting access to recruitment platforms

d) By promoting a reactive approach to talent acquisition

(xi) Analyze the significance of offering opportunities for skill development and growth in retention.

a) It limits access to learning and development opportunities

b) It enhances employee engagement and satisfaction by supporting career progression

c) It discourages innovation and creativity

d) It promotes a culture of stagnation

(xii) Judge how strategic HRM approach addresses job dissatisfaction in retention.

a) By promoting a culture of disengagement

b) By limiting access to job-related resources

c) By ignoring employee feedback on job satisfaction

d) By identifying sources of dissatisfaction and implementing strategies to address them

(xiii) Analyze the significance of conducting exit interviews in strategic retention.

a) They limit access to relevant information for employees

b) They promote turnover by highlighting dissatisfaction

c) They provide insights into the reasons for employee turnover and inform retention strategies

d) They ignore the importance of employee feedback

(xiv) Analyze strategic HRM's approach to performance recognition and rewards.

a) By implementing reward systems that reinforce desired behaviors and outcomes aligned with strategic objectives

b) By ignoring the importance of recognizing employee contributions

c) By limiting access to performance feedback

d) By promoting a culture of entitlement

(xv) Recommend how strategic HRM approach addresses budget constraints in compensation and benefits.

a) By designing cost-effective rewards programs that maximize the impact of available resources

b) By offering extravagant compensation packages regardless of financial limitations

c) By limiting access to compensation data

d) By promoting a culture of overspending

Group-B
(Short Answer Type Questions)
3 x 5=15

2. Describe strategic staffing and its importance. (3)
3. Explain the methods by which organizations effectively source and attract talent. (3)
4. Explain strategic retention, and its importance for organizations. (3)
5. Calculate the benefits of Applicant Tracking Systems (ATS). (3)
6. Select how HR overcomes resistance to change during the implementation of HR strategy. (3)

OR

Distinguish the role artificial intelligence plays in recruitment. (3)

Group-C
(Long Answer Type Questions)
5 x 6=30

7. Identify the key stages involved in HR planning and recruitment implementation. (5)
8. Summarize the key steps involved in developing a staffing strategy. (5)
9. Point out some key employee motivation strategies that organizations can employ to enhance retention. (5)
10. Determine the role of career development opportunities in retaining employees. (5)
11. Explain how effective leadership contributes to employee motivation and retention. (5)
12. Estimate how organizations can ensure that strategic employee training and development programs are sustainable and scalable. (5)

OR

Assess how organizations can minimize the negative impact of downsizing on employees and organizational performance. (5)

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