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BRAINWARE UNIVERSITY

Term End Examination 2025-2026

Programme – MBA-2024

Course Name – Strategic Human Resource Management

Course Code - MBA40205C

(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) Corporate strategy deals with:

- | | |
|--|------------------------|
| a) Employee motivation | b) Competitive tactics |
| c) Overall scope and direction of the organization | d) Job design |

(ii) Organizational culture is a part of:

- | | |
|----------------------------|-------------------------|
| a) External HR environment | b) Economic environment |
| c) Internal HR environment | d) Legal environment |

(iii) Labour laws belong to which HR environment factor?

- | | |
|-------------------|------------------------|
| a) Technological | b) Legal and political |
| c) Socio-cultural | d) Competitive |

(iv) Flexible organizational structures support:

- | | |
|------------------|---------------------------|
| a) Bureaucracy | b) Innovation and agility |
| c) Rigid control | d) Formal communication |

(v) Examine what Outcome-based performance management emphasizes:

- | | |
|-----------------------------|----------------------|
| a) Time spent at work | b) Seniority |
| c) Results and productivity | d) Physical presence |

(vi) Show what development-oriented performance appraisal focuses on?

- | | |
|--------------------|---------------------|
| a) Punishment | b) Past mistakes |
| c) Employee growth | d) Salary reduction |

(vii) Identify what Executive development programs aim at ?

- | | |
|--------------------------|------------------------------------|
| a) Short-term efficiency | b) Long-term organizational growth |
| c) Reducing manpower | d) Employee discipline |

(viii) Infer why variable pay systems are effective?

- | | |
|-------------------------|--|
| a) Increase fixed costs | b) Reward desired performance outcomes |
|-------------------------|--|

- c) Reduce employee accountability
(ix) Select: HR audit is conducted to:
a) Punish HR managers
c) Increase costs
(x) Examine what Cost leadership strategy requires performance measures focused on:
a) Creativity
c) Efficiency and cost control
(xi) Select: Strategic compensation linked with performance leads to _____.
a) Reduced motivation
c) Job insecurity
(xii) Show what employee turnover refers to ?
a) Employee promotion
c) Internal transfer
(xiii) Select: Global HRM deals with:
a) Domestic workforce only
c) Local recruitment only
(xiv) Analyze what Expatriates are ?
a) Domestic employees
c) Employees working in foreign countries
(xv) Examine what poor repatriation management may result in ?
a) High employee loyalty
c) High turnover after return
- d) Increase bureaucracy
b) Ensure compliance and effectiveness
d) Eliminate HR policies
b) Flexibility
d) Risk taking
b) Increased employee engagement
d) Higher absenteeism
b) Movement of employees out of organization
d) Job rotation
b) International management of human resources
d) Employee separation only
b) Contract workers
d) Retired employees
b) Expatriate retention
d) Increased job satisfaction

Group-B

(Short Answer Type Questions)

3 x 5=15

2. Define vertical integration in SHRM. (3)
3. Mention two internal factors of the HR environment. (3)
4. Explain strategic utilization of human resources. (3)
5. Justify the importance of different perspectives in the Balanced Scorecard. (3)
6. Examine the role of expatriates in global organizations. (3)

OR

Examine key strategic HR issues associated with global assignments. (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

7. Explain the concept of corporate strategy and its role in organizational growth. (5)
8. Define high-performance work practices and explain their significance. (5)
9. Justify HR audit and benchmarking as techniques of HR evaluation. (5)
10. Justify the statement that performance management is a strategic tool rather than a control mechanism. (5)
11. Analyze different forms of workforce reduction such as layoff, retrenchment, and downsizing. (5)
12. Analyze the role of employee empowerment and team-based work in high performance. (5)

OR

Analyze how different business strategies influence performance management systems. (5)
