



BRAINWARE UNIVERSITY

Term End Examination 2023-2024

Programme – MBA-2022

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 goals | d) Implementing strict labor regulations |
- (ii) State meaning of "labor market segmentation" in the context of strategic HRM.
- | | |
|--|---|
| a) Dividing employees based on skill levels | b) Segregating employees based on race or ethnicity |
| c) Classifying the labor market into different sectors | d) Implementing gender-based discrimination |
- (iii) Describe the impact of globalization on the dynamics of the labor market in strategic HRM.
- | | |
|---|--|
| a) It decreases competition for talent | b) It increases the pool of available talent |
| c) It limits organizations' access to international labor markets | d) It has no significant impact on labor market dynamics |
- (iv) Select the most effective approach for organizations to manage talent in a dynamic labor market in strategic HRM.
- | | |
|-----------------------|-------------------------------|
| a) Reactive approach | b) One-size-fits-all approach |
| c) Proactive approach | d) Traditional approach |
- (v) Predict employee involvement in decision-making contribute to organizational effectiveness in strategic HRM.
- | | |
|---|---|
| a) It creates a hierarchical work environment | b) It fosters a sense of ownership and commitment |
| c) It limits employees' sense of responsibility | d) It encourages passive compliance |
- (vi) Show how choice and decision-making focus in strategic HRM impact organizational agility.

- a) It fosters rigidity and inflexibility
 c) It discourages innovation and creativity
- (vii) Relate the significance of fostering a culture of trust and transparency in choice and decision-making in strategic HRM.
- a) It promotes secrecy and exclusivity
 c) It discourages employee involvement in decision-making
- (viii) Relate the primary goal of integrating HRM with corporate strategy.
- a) Maintaining a separate HR agenda
 c) Aligning HR practices with overall organizational objectives
- (ix) Identify the role strategic planning plays in the integration of HRM with corporate strategy.
- a) It hinders organizational adaptability
 c) It ensures alignment between HR initiatives and organizational goals
- (x) Explain how HR integration with corporate strategy contribute to organizational effectiveness.
- a) By promoting departmental isolation
 c) By limiting employee autonomy
- (xi) Identify the primary purpose of strategy formulation in strategic HRM.
- a) Implementing short-term HR tactics
 c) Maintaining status quo in HR processes
- (xii) Select the primary goal of strategic employee training and development in strategic HRM.
- a) Aligning employee learning with organizational objectives and future needs
 c) Ignoring the importance of employee development
- (xiii) Assess the role needs analysis plays in strategic employee training and development.
- a) It promotes a one-size-fits-all approach to training
 c) It helps identify skill gaps and training requirements aligned with organizational goals
- (xiv) Justify strategic HRM's approach in identifying training priorities.
- a) By disregarding the importance of aligning training with organizational goals
 c) By prioritizing training needs based on their impact on achieving strategic objectives
- (xv) Explain how strategic HRM approach measures the effectiveness of training programs.
- a) By relying solely on subjective assessments
 c) By ignoring the importance of evaluating training effectiveness
- b) It promotes adaptability and responsiveness to change
 d) It relies solely on outdated practices
- b) It facilitates open communication and collaboration
 d) It restricts access to relevant information
- b) Isolating HR functions from organizational goals
 d) Creating barriers between departments
- b) It promotes short-term decision-making
 d) It limits access to relevant information
- b) By aligning HR practices with business objectives
 d) By focusing solely on short-term gains
- b) Aligning HR practices with organizational goals
 d) Focusing solely on individual employee needs
- b) Filling immediate skill gaps without considering long-term goals
 d) Limiting access to training opportunities
- b) It limits access to relevant information for employees
 d) It ignores individual learning preferences
- b) By limiting access to relevant training opportunities
 d) By promoting a reactive approach to employee development
- b) By using data-driven metrics to evaluate learning outcomes and program impact
 d) By promoting a one-time approach to employee development

Group-B
(Short Answer Type Questions)

3 x 5=15

2. Describe strategic staffing and its importance. (3)
3. Discuss the importance of workforce planning in navigating labor market dynamics in SHRM. (3)
4. Explain the role compensation plays in performance management. (3)
5. Choose the factors organizations should consider when selecting downsizing methods. (3)
6. Illustrate some strategic benefits of cross-functional training programs. (3)

OR

Explain the methods by which organizations measure the effectiveness of training and development initiatives. (3)

Group-C
(Long Answer Type Questions)

5 x 6=30

7. Explain the importance of understanding the reasons behind employee turnover in crafting an effective retention strategy. (5)
8. Explain how effective leadership contributes to employee motivation and retention. (5)
9. Estimate how strategic employee training and development align with compensation and benefits strategies. (5)
10. Estimate how SHRM addresses the dynamics of the labor market. (5)
11. Recall the way in which SHRM integrates with corporate strategy. (5)
12. Illustrate the importance of aligning staffing strategy with organizational goals and objectives. (5)

OR

Point out some key employee motivation strategies that organizations can employ to enhance retention. (5)
