

- (b) Differentiate between traditional Human Resource Management & Strategic Human Resource Management.
- (c) What are the objectives of strategic human resource planning ?
- (d) 'Training needs assessment in organizations involve three levels.' Give a brief explanation of the above statement.
- (e) Describe in brief the strategic choices that need to be considered in developing a performance management system.
- (f) Briefly describe the 5Ps of Strategic Knowledge Management.
- (g) Write a short note on 'employee turnover'.
- (h) Explain the issues to be addressed in a repatriation process.
- (i) What do you mean by a 'Defender' organization ? Explain the HRM system of a defender organization as given by Miles & Snow.
- (j) Define strategic Human Resource Management and state the principal objectives.

- (k) Identify the factors which work as barriers to Strategic Human Resource.
- (l) Discuss VRIO framework for achieving competitive advantage in business organization.

### Group-B

2. Answer any *four* questions of the following : 4×10

(a) Describe the strategic importance of training & development activities in modern business organizations. Also explain the process by which training imported in an organization may be effectively evaluated. 4+6

(b) What do you mean by 'outsourcing'? Explain the concept of human resource (HR) outsourcing. What are the advantages & disadvantages of HR outsourcing ?

$$2+3+2\frac{1}{2}+2\frac{1}{2}$$

(c) Describe in detail the 3 stage model of Mergers & Acquisition. 10

- (d) Explain the term 'knowledge management'. Describe how HR contributes to knowledge management & creation in an organization. 3+7
- (e) Briefly discuss the process of evolution of Strategic Human Resource Management and identify the main difference between Strategic Human Resource Development and traditional Human Resource Development. 3+7
- (f) Briefly discuss the concept of application of functional HR strategies.

**[ Internal Assessment : 20 ]**

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