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MBA/IIIS/HR-303/12

2012

MASTER OF BUSINESS ADMINISTRATION

[Third Semester Examination]

HUMAN RESOURCE : POLICY AND STRATEGY

(Specialisation : *Human Resource Management*)

PAPER—HR 303

Full Marks : 100

Time : 3 hours

The figures in the right-hand margin indicate marks

Candidates are required to give their answers in their own words as far as practicable

Illustrate the answers wherever necessary

**Write the answers to questions of each Half
in separate books**

(Turn Over)

FIRST HALF

[Marks : 50]

1. Answer any *four* questions : 5 × 4
- (a) What is strategic Human Resource Management ?
 - (b) Distinguish SHRM from HRM.
 - (c) What do you mean by the term 'achieving strategic fit' ?
 - (d) What is meant by a reward strategy ?
 - (e) Establish the linkage between business strategy and training.
 - (f) Give a brief description of the competitive status based performance appraisal.
2. Answer any *two* questions : 10 × 2
- (a) What is human resource policy ? What are its importance ? State the areas where human resource policy is taken. 3 + 4 + 3
 - (b) Briefly describe the formulation and implementation of Human Resource Policies. 10

- (c) Write down the components of employee resourcing strategy. 10

[*Internal Assessment* : 10 Marks]

SECOND HALF

[*Marks* : 50]

3. Answer any *four* from the following : 5 × 4
- (a) State the difference between organisational development and development in the organisation.
 - (b) Discuss how culture can be managed.
 - (c) How can the resistance to change be minimised ?
 - (d) Discuss briefly the impact of HR on business performance of a B.P.O.
 - (e) State the objectives of HR strategy in a learning organisation.
 - (f) Briefly explain the K. Lewin's model of change.
4. Answer any *two* of the following : 10 × 2
- (a) State the difference between competency based HRM and resource based HRM.

- (b) State the importance of HR in merger and acquisitions.
- (c) Briefly explain the importance of organisational development.

[*Internal Assessment* : 10 Marks]
