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MB/A/HIS/HR-303/10

2010

**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 x

(a) Can HR strategy bring sustainable growth for organisation ?

(b) How will you link business policy with Human Resource Strategy ?

(c) State the features of staffing strategy.

(d) Can performance management be a strategic tool for organisation ? Justify your answer.

(e) Can reward be a sustainable HR strategy ? Justify your response?

(f) State the roles of HRM in setting the organisational strategies.

2. Answer any *two* questions : 10 x

(a) Briefly explain the importance of employee relations strategy. 1

(b) What is strategic fit? State the features of strategic fit. 3 +

( 3 )

- (c) Discuss the importance of strategic Human Resource Management in the light of LPG. 10

[ *Internal Assessment* : 10 Marks ]

SECOND HALF

[ *Marks* : 50 ]

3. Answer any *four* questions : 5 × 4

- (a) Briefly explain the features of Organisational Development.
- (b) Discuss the management of organisational change.
- (c) Can resistance to change be minimised? Justify your response.
- (d) Briefly discuss the concept of competency-based HR management.

- (e) Explain the role of strategic HR planners in merger and acquisition.
- (f) Should HR policy of BPO and K.P.O be the same ? Justify your response.

4. Answer any *two* questions : 10 x 2

- (a) Explain in detail the role of strategic Human Resource in effective management of human resource in Indian B.P.O organisations.
- (b) Can HR Manager of an organisation be a change agent ? What role will he have to play ?
- (c) Discuss with examples the features of a learning organisation.

[ *Internal Assessment* : 10 Marks ]

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