MBA/IIIS/HR-303/13

2013

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

FIRST HALF

[*Marks* : 50]

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

   (*a*) In Strategic Human Resource Management how is strategy linked to Human Resource Management ?

   (*b*) Briefly discuss different issues of HR strategies.

   (*c*) Can employee be the resource of an organisation ? Explain.

   (*d*) What is meant by a reward strategy ?

   (*e*) Distinguish SHRM from HRM.

   (*f*) What do you mean by the term 'achieving strategic fit' ?

2. Answer any *two* questions :   10 × 2

   (*a*) State the difference between Human Resource Policies and Human Resource Strategies.

(*Continued*)

(b) Briefly discuss the HR strategies in International Assignment for an MNC organisations.

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

[*Internal Assessment* — 10 Marks]

SECOND HALF

[*Marks* : 50]

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

(a) Briefly discuss the characteristics of organisational development.

(b) What do you mean by resource-based HRM?

(c) What is the relationship between culture and human resource management ?

(*Turn Over*)

(d) Briefly explain the HR objectives for a learning organisation.

(e) Do you think HR strategies are linked with business performance ? Dicuss how ?

(f) Distinguish between organizational change and Development.

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

(a) Briefly explain the K. Lwin's Model of Change.

(b) Briefly discuss the importance of HR in Merger and Acquisition.

(c) State the objectives of strategies human resource management in B.P.O (Business Process Outsourcing) organisations.

[*Internal Assessment* — 10 Marks]