

**OLD**

**2015**

**MBA 3rd Semester Examination**

**HUMAN RESOURCE : POLICY AND STRATEGY**

**(Specialisation : Human Resource Management)**

**PAPER—HR-303**

*Full Marks : 100*

*Time : 3 Hours*

*The figures in the margin indicate full 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) What is the importance of strategic human resource management ?

*(Turn Over)*

- (b) How can one organisation link its business with HR strategy ?
- (c) State the importance of HR policy in an organization.
- (d) What do you mean by the term 'achieving strategic fit' ?
- (e) Can performance management be a strategic tool for organization ? Justify your answer.
- (f) What do you mean by resource based approach of strategic human resource management ?

2. Answer any *two* questions :

10×2

- (a) How can compensation of the employee act as a strategic tool for the organisation ?
- (b) Briefly explain the importance of employee relations strategy.
- (c) Describe the characteristics of reward strategy.

**[ Internal Assessment : 10 ]**

---

( **Second Half** )

[Marks : 50]

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

- (a) What is organisational development ?
- (b) Discuss the role of culture in making organisation competent.
- (c) Can resistance to change be minimised ? Justify your response.
- (d) Explain the role of strategic HR planners in merges & acquisition.
- (e) State the objectives of HR strategy in a learning organisation.
- (f) Distinguish between organization change and organization development.

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

- (a) What are the strategic advantages of Merger & Acquisitions from HR point of view. Discuss.

- (b) What role does a change agent or change consultant play in managing the change activity for an organisation ?
- (c) Describe the strategic role of HR specialists.

**[ Internal Assessment : 10 ]**

---