

2014

M B A

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 right-hand 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) Briefly describe the 'resource based approach' of strategic human resource management.

(Turn Over)

- (b) State the criteria for an effective HR strategy.
- (c) What is meant by 'employee relations strategy'?
- (d) Show with a proper example how Business policy is linked to HR Strategy.
- (e) Explain strategic HRM.
- (f) Write a note on performance management strategy.

2. Answer any *two* questions : 10×2

- (a) Briefly describe the components of employee resourcing strategy.
- (b) Describe the characteristics of reward strategy.
- (c) Briefly discuss with example how performance Management strategy enables an Organization to achieve its long term business goal.

[Internal Assessment : 10 Marks]

(Second Half)

(Marks : 50)

3. Answer any *four* questions : 5×4
- (a) What do you mean by business process outsourcing (BPO) ?
 - (b) Explain competency — based HRM.
 - (c) Write down the features of OD strategies.
 - (d) How can culture be changed ?
 - (e) Distinguish between organization change and organization development.
 - (f) Differentiate between Competency Based HRM & Resource Based HRM.
4. Answer any *two* questions : 10×2
- (a) Discuss the impact of HR on business performance and competitive advantage.
 - (b) Briefly describe the strategic role of HR specialists.

- (c) Discuss the relationship between HR Strategies vis-a-vis Organizational Development.

[*Internal Assessment : 10 marks*]
