

2019

MBA

4th Semester Examination

**STRATEGIC HUMAN RESOURCE MANAGEMENT
(Human Resource Management)**

PAPER - MBAHR402

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.

(Turn Over)

Group-A

Answer any **EIGHT** questions of the following : 8x5

1. Distinguish between coaching and counseling of employees in an organization.
2. What do you mean by offshoring ?
3. What is conglomerate merger ?
4. Explain the term 'strategic fit' .
5. What do you mean by the term sustained competitive advantage?
6. Differentiate between Traditional HRM and Strategic HRM.
7. Discuss in brief the components of strategic HRM.
8. Write down the factors affecting staffing process in an organization.
9. Mention the characteristics of recruitment policy in an organization.
10. State the objectives of Strategic Human Resource Management (SHRM).
11. What is outsourcing ? Mention briefly the HR implications in outsourcing of process .
12. What is repatriation ? Briefly discuss it.

Group-B

Answer any **FOUR** questions of the following: 4x10

13. What do you mean by the term 'mentoring' ?
Mention various types of mentoring. (3+7)
14. Distinguish between HRM and IHRM.
15. Discuss the role of knowledge sharing as a core competency of a business. 10
16. What is selection ? The selection process can have four possible outcomes'
- Discuss. 10
17. Establish the role of Strategic Human Resource Management in improvement of business performances. 10
18. Define multi cultural organization .
Differentiate between the concepts of multicultural organization and multinational organization. 3+7

Internal Assessment 20 MARKS