

08 Jan 2024

Total No. of Questions : 5]

SEAT No. :

P7902

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[6118]-3006

S.Y. M.B.A.

**304 - HR - SC - HRM - 03 : STRATEGIC HUMAN RESOURCE
MANAGEMENT**

(2019 Revised Pattern) (Semester - III)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *All questions carry equal marks.*

Q1) Solve any five questions:

[10]

- a) Define Human Capital.
- b) List any two objectives of SHRM.
- c) List the factors considered in the calculation of HR costs.
- d) List the steps involved in the Human Resource Planning Process.
- e) Define Succession Planning.
- f) Define Job Analysis.
- g) Define Talent Management.
- h) What do you mean by cross cultural management?

Q2) Answer any two questions:

[10]

- a) Write the evolution of SHRM in detail.
- b) Elaborate compensation & reward strategies.
- c) Summarize the differences between domestic & international SHRM.

P.T.O.

Q3) Answer any one question:

[10]

- a) Assess the effectiveness of a talent management strategy in enhancing employee engagement & retention. Justify your answer with example.
- b) Explain how each component of OCTAPACE contributes to organizational effectiveness.

Q4) Answer any one question:

[10]

- a) Evaluate the potential challenges in aligning HR strategies with business strategies.
- b) Elaborate the supply forecasting methods considering both external & internal factors.

Q5) Answer any one question:

[10]

- a) Develop a sample job analysis questionnaire for any specific role within an organization.
- b) Elaborate the significance of career planning in achieving organizational goal with suitable example.



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P7957

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S.Y.M.B.A.

**304 -HR - SC-HRM-03 : STRATEGIC HUMAN RESOURCE
MANAGEMENT****(2019 Pattern) (Semester-III)****Time : 2½ Hours]****[Max. Marks : 50****Instructions to the candidates:**

- 1) All questions are compulsory.
- 2) All questions carry equal marks.

Q1) Solve any five**[10]**

- a) What is cross culture sensitivity
- b) Explain the concept of succession planning
- c) Explain any two Business Ethics
- d) Role of training & Development in SHRM
- e) What is Employee engagement
- f) Explain any two challenges is SHRM
- g) How to calculate HR cost

Q2) Explain various step for investments in HR**[10]**

OR

Explain the concept of Human capital management with example

Q3) Explain forecasting & analysis demand in HR in quantitative**[10]**

OR

Define or formulate any two strategies for Automobile industry

P.T.O.

Q4) Explain the concept of career planning & succession planning with example [10]

OR

Differentiate between external & internal supply forecasting

Q5) Explain the concept of SHRM in International context [10]

OR

What is cross culture management & how to Develop cross culture sensitivity

1 Aug 2023

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P-3775

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M.B.A.

**(304-HR): SC-HRM-03: STRATEGIC HUMAN RESOURCE
MANAGEMENT**

(2019 Pattern) (Semester - III)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) *All questions are compulsory.*
- 2) *All questions carry equal marks.*

Q1) Solve any five :

- a) Define the term of SHRM. [2]
- b) List any two major challenges of SHRM. [2]
- c) Enumerates the steps of HRP process. [2]
- d) State any two objectives of job analysis. [2]
- e) Enumerates any two issues in implementation of HR strategies. [2]
- f) State any two objectives of succession planning. [2]
- g) Define the term of talent Management. [2]
- h) Recall the term of career planning. [2]

Q2) Solve any two :

- a) Compare the term of traditional HR & SHRM. [5]
- b) Describe the evolutions of SHRM. [5]
- c) Elaborate the issues of SHRM. [5]

P.T.O.

Q3) Solve any one :

[10]

a) Define cross cultural sensitivity along with its importance.

OR

b) Explain the term of competencies. How do competencies differ from knowledge & skills.

Q4) Solve any one :

[10]

a) Explain the impact of implementing HR strategies on organisational performance.

OR

b) Discuss converting global practices into global advantages.

Q5) Solve any one :

[10]

a) Explain the relationship between career planning & succession planning. What are the challenges of succession planning.

OR

b) Explain the Role of HR strategy in International context.

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PA-3667

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M.B.A.-II

**304-HR, SC-HRM-03 : STRATEGIC HUMAN RESOURCE
MANAGEMENT
(2019 Pattern) (Semester-III)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) All questions are compulsory.
- 2) All questions are carry equal marks.

Q1) Solve any five. [10]

- a) Enumerate the functions of SHRM. [2]
- b) Define the term of SHRM. [2]
- c) List any two objectives of SHRM [2]
- d) Define the term of Human capital management. [2]
- e) List any four functions of HRM. [2]
- f) Enumerate any four strategies of employees engagement. [2]
- g) Define the term of job analysis. [2]
- h) Enumerate any four talent management strategies. [2]

Q2) Solve any two. [10]

- a) Differentiate between traditional HRM & SHRM. [5]
- b) Define strategic HRM along with its objectives and importance. [5]
- c) Explain succession planning in an organization with respect to its elements and challenges Succession planning. [5]

Q3) Solve any one: [10]

- a) What are competencies? How do competencies differs from skills and development. Discuss.

OR

- b) Describe the strategies for improving organization and effectiveness.

P.T.O.

Q4) Solve any one.

[10]

a) Explain strategies for organizational transformation in detail.

OR

b) Explain the role of HR Strategy in international context.

Q5) Solve any one:

[10]

a) How do you converting global presence into global competitive advantage from development of an organisation.

OR

b) Explain the employee engagement strategies in details.