

BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI
(END SEMESTER EXAMINATION)

CLASS: MBA
BRANCH: MBA

SEMESTER : III
SESSION : MO/19

SUBJECT: MT531 STRATEGIC HUMAN RESOURCE MANAGEMENT

TIME:

FULL MARKS: 50

INSTRUCTIONS:

1. The question paper contains 5 questions each of 10 marks and total 50 marks.
 2. Attempt all questions.
 3. The missing data, if any, may be assumed suitably.
 4. Before attempting the question paper, be sure that you have got the correct question paper.
 5. Tables/Data hand book/Graph paper etc. to be supplied to the candidates in the examination hall.
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- Q.1(a) Define Strategy. Discuss and elaborate the terms traditional HRM and SHRM. [5]
Q.1(b) 'Strategic Human Resource Management is largely about integration or strategic fit between HR strategy and business strategy'. Do you agree? Justify. [5]
- Q.2(a) 'Goal setting is an extremely powerful technique for accomplishment of the given target'. Discuss. [5]
Q.2(b) Explain the relationship between vision, mission and goal setting as a strategic path to success. [5]
- Q.3(a) If you had to choose, which approach to HR measurement would you prefer? Defend your choice. [5]
Q.3(b) How Human Resource Management and Firm Performance attain competitive advantages by the business firms? Discuss. [5]
- Q.4(a) Describe the linkage between business strategy and the effectiveness of the recruitment and selection process. [5]
Q.4(b) Describe the business strategies for the effectiveness of training and development process. [5]
- Q.5(a) Why is it important to link work-life initiative with the overall HR and business strategy of the firm? [5]
Q.5(b) Career Management activities and programmes are integrally aligned and consistent with strategic human resource planning? Do you agree? Elucidate. [5]

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