

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

**CLASS: MBA
BRANCH: MBA**

**SEMESTER : III
SESSION : MO/2022**

SUBJECT: MT531 STRATEGIC HUMAN RESOURCE MANAGEMENT

TIME: 3:00 Hours

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) Explain the concept of Strategic Human Resource Management? (CO1, BL2) [2]
Q.1(b) According to VRIO framework, which types of human resources can be a source of competitive advantage to an organization? (CO1, BL2) [3]
Q.1(c) Describe the various types of strategic fit that exists in organizations to get competitive edge. (CO1, BL3) [5]
- Q.2(a) State the concept of Goal setting approach of Strategic HRM? (CO2, BL4) [2]
Q.2(b) Discuss the characteristics of Goal setting in a business enterprise (CO2, BL3) [3]
Q.2(c) Throwing light on various approaches of goal setting, illustrate which approach is mostly followed in order to maintain balance at all levels? (CO2, BL4) [5]
- Q.3(a) Briefly explain the concept of HR evaluation. (CO3, BL2) [2]
Q.3(b) Justify the rationale for conducting HR evaluation in organizations. (CO3, BL4) [3]
Q.3(c) If you had to choose, which contemporary approach of HR evaluation would you prefer? Justify your preference. (CO3, BL4) [5]
- Q.4(a) Explain the concept of Compensation. (CO4, BL2) [2]
Q.4(b) Outline the various components of compensation. (CO4, BL4) [3]
Q.4(c) Discuss the strategic role of compensation system to motivate employees. (CO4, BL3) [5]
- Q.5(a) Do you think work and family are two compartmentalized spheres? Justify. (CO5, BL4) [2]
Q.5(b) 'Work-life initiatives benefit the organization as well as the individual'. Do you agree? Defend. (CO5, BL5) [3]
Q.5(c) Evaluate the major aspects that are important for adopting a strategic approach to work life integration post pandemic. (CO5, BL5) [5]

:::22/11/2022:::M