

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

**CLASS: MBA/PRE-PHD
BRANCH: MANAGEMENT**

**SEMESTER : III/I
SESSION : MO/2023**

SUBJECT: MT531 STRATEGIC HUMAN RESOURCE MANAGEMENT

TIME: 3 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	Point out the difference between Human Resource Management (HRM) and Strategic Human Resource Management (SHRM) with examples.	[10]	1	4
Q.2	'Goal setting is indeed a strategic path to success; and is closely related to an organization's vision.' Justify the statement.	[10]	2	5
Q.3	Analyze the most suitable approach to HR evaluation and their impact on overall organizational success with examples.	[10]	3	4
Q.4	Discuss the strategic role of performance management system in motivating employees in an organization.	[10]	4	4
Q.5	Distinguish between Counselling, Mentoring, and coaching. Discuss the elements of a strategic HRM approach to work-life integration.	[10]	5	4

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