

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

CLASS: MBA
BRANCH: MBA

SEMESTER : III
SESSION : MO/2025

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	Explain the concept of <i>Strategic Fit</i> and discuss how it enhances alignment between HR practices and organizational strategy. Illustrate how an organization can integrate distinctive HR practices to achieve a competitive advantage.	[10] 1	3,4
Q.2	“Setting goals is the first step in turning the invisible into the visible.” - Tony Robbins In light of this statement, discuss the significance of goal setting and explain the SMART GOALS concept using relevant examples.	[10] 2	4
Q.3	Describe what an HR Scorecard is and explain how implementing an HR Scorecard helps in evaluating and improving HR’s strategic contribution to organizational effectiveness. Further, discuss the seven steps involved in developing and implementing an HR Scorecard in an organization.	[10] 3	3,4
Q.4	Explain the strategic linkage between <i>Training & Development</i> and <i>Business Strategy</i> . Analyze the interconnection among <i>Performance Management</i> , <i>Compensation</i> , and <i>Business Strategy</i> in achieving organizational effectiveness.	[10] 4	5
Q.5	“Organizations today increasingly recognize that effective work-life integration is essential for employee satisfaction, performance, and retention.” Discuss the various types of employer support for work-life integration and explain how each contributes to reducing work-family conflict (time-based, strain-based, and behaviour-based). Use appropriate examples to illustrate your answer.	[10] 5	4

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