



**PG-618**

IV Semester MBA (CBCS) Examination, July - 2019

**MANAGEMENT**

11733

**Paper - 4.4.1 : Strategic HRM**

Time : 3 Hours

Max. Marks : 70

**SECTION - A**

Answer **any five** of the following questions :

**5x5=25**

1. Compare Traditional HRM and Strategic HRM.
2. Explain the framework of Strategic HR Management Process.
3. What is the linkage between HRM and organizational performance ? Highlight the measures of HRM performance.
4. When do companies adopt downsizing and restructuring as a strategic HR decision ?
5. Critically analyze HR Bundles approach.
6. Explain the strategic HR issues in international assignments.
7. Write a note on "Portfolio process as a strategic response to changing environment".

**SECTION - B**

Answer **any three** of the following questions :

**3x10=30**

8. Write short notes on the following with respect to Strategic HR decision :
  - (a) Outsourcing and Offshoring
  - (b) Mergers and Acquisitions
9. What are the various strategic choices available for staffing, employee and career development ?



10. How do organizations achieve competitive advantage through HR practices ? Also discuss the challenges in implementing such practices.
11. What do you understand by strategic compensation ? Explain the factors influencing strategic compensation policies of organization.

**SECTION - C**  
**(Compulsory) .**

**DEVELOPING A LEADERSHIP STRATEGY : THE CASE OF THE 'TOY RESEARCH SOCIETY'.**

**1x15=15**

12. The Toy Research Society (TRS), a Non-Profit Organization, has been in existence for more than 70 years. The organization's mission has remained the same during this time, but the uses of the Society by the members and the competitive landscape have changed substantially. Driven primarily by the Board of Directors and Volunteer-Leaders, the Society has never had a formal Leadership Development Philosophy. Now, the long-time President has retired, and TRS leaders are reflecting on how to prepare for the future, especially with increased calls for leadership role clarity and more delegation of work to members.

**Question :**

As a member of TRS you have to develop the needed Leadership Strategy Plan.