

**GUJARAT TECHNOLOGICAL UNIVERSITY**

**MBA - SEMESTER-IV • EXAMINATION – WINTER • 2014**

**Subject Code: 840303**

**Date: 01-12-2014**

**Subject Name: Strategic Human Resource Management (SHRM)**

**Time: 10.30am - 13.30pm**

**Total Marks: 70**

**Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

**Q.1 (a)** What do you mean by strategic Human Resource Management. What are the factors that influences the HR policies of a company. **07**

**(b)** What are the essential skills requirements for an HR manager to do a successful Strategic HR planning. State techniques of HR planning with suitable examples. **07**

**Q.2 (a)** You are heading a company doing business in the manufacture of electronic circuits boards. Due to fast growth of computers and IT business, You are experiencing heavy turnover of new engineers. What strategies would you implement to control this problem. **07**

**(b)** ABCX Ltd is looking for about two dozen office assistants for their office in Bangalore. It feels that its office assistant should be a graduate with expertise in letter drafting, communication skills and adequate in computer. From a newspaper advertisement in local paper it got about 200 applications. After going through the applications it shortlisted 50 candidates for the final interviews and selection. Suggest how they should go for final selection process strategically. **07**

**OR**

**(a)** Explain how a company can recruit the employee by segmenting external market. **07**

**(b)** What are the instruments available for selecting a candidate? Also explain the advantages and disadvantages. **07**

**Q.3 (a)** Write short note on any two. **07**

1. Markov Method
2. HR outsourcing
3. Collective Bargaining

**(b)** Explain Balance score card approach of assessing individual employee performance with suitable example. **07**

**OR**

**Q.3 (a)** What are the tools company use to develop their middle levels employees. **07**

- (b) State any three methods of performance appraisal along with suitable example. 07
- Q.4 (a)** Why workers join trade unions? What are the advantages? 07
- (b) Explain the compensation strategy during Merger and Acquisition with suitable example. 07

**OR**

- Q.4 (a)** Discuss the various compensation policies and practices that are used by the organization to achieve specific organizational/employee goals. 07
- (b) What are the advantages to the company's strategic plans in union involvement. 07
- Q.5 (a)** "A line manager is one of the most important HR Manager" explain this statement. 07
- (b) Differentiate Human resource management and strategic Human Resource management from the business point of view. 07

**OR**

- Q.5 (a)** What is the relation between a structure and culture of the organization. Discuss. 07
- (b) Explain Organisational Isomorphism with three characteristics. 07

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