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GIET UNIVERSITY, GUNUPUR – 765022

M. B. A (Fourth Semester) Examinations, May' 2021

MB 402 C – STRATEGIC HUMAN RESOURCE MANAGEMENT

Time: 2 hrs

Maximum: 50 Marks

**The figures in the right hand margin indicate marks.**

**PART – I: (Multiple Choice Questions)****(1 x 10 = 10 Marks)**Q. 1 Answer ALL questions

- a. \_\_\_\_\_ is an approach to managing human resources that supports long-term business goals and outcomes with a strategic framework.
- (i) Strategic Management (ii) Strategic HRM  
(iii) Operations Management (iv) HRM
- b. \_\_\_\_\_ is the managerial process of developing and maintaining a viable fit between the organizations, objectives, skills and resources and its changing market opportunities.
- (i) Strategic Management (ii) Strategic HRM  
(iii) Operations Management (iv) HRM
- c. Corporate Mission Statement include the following, except
- (i) What is our business? (ii) Who is the customer?  
(iii) What is of value to the customer? (iv) What will be the budget of the organization?
- d. \_\_\_\_\_ is a “description of something (an organisation, corporate culture, a business, a technology, an activity) in the future”.
- (i) Mission (ii) Vision  
(iii) Objectives (iv) Goals
- e. An organizational \_\_\_\_\_ is “a belief that a specific mode of conduct is preferable to an opposite or contrary mode of conduct”
- (i) Mission (ii) Vision  
(iii) Culture (iv) Value
- f. SHRM is built around three important propositions, except
- (i) The Human Resource of a firm are a major source of competitive advantage (ii) Successful organizational performance depends on a close fit between business and human resource strategy  
(iii) Individual HR strategy should cohere by being linked to each other to offer mutual support (iv) Managers are solely responsible for the success of an organization.
- g. \_\_\_\_\_ is a collection of planned interventions, built on humanistic-democratic values, that seeks to improve organizational effectiveness and employee well-being.
- (i) Organizational Change (ii) Organizational Effectiveness  
(iii) Organizational Development (iv) Organizational Dynamics
- h. \_\_\_\_\_ refers to the degree to which employees connect with their work and feel committed to the organization and its goals.
- (i) Employee Motivation (ii) Employee Engagement  
(iii) Employee Satisfaction (iv) Employee Empowerment
- i. A \_\_\_\_\_ is a company that facilitates the learning of its members and continuously transforms itself.
- (i) Human Resource Development (ii) Organizational Development  
(iii) Learning organization (iv) Individual Development
- j. \_\_\_\_\_ is defined as the process of identifying the key competencies, which have the ability to do something efficiently & achieve the goals of the organization & make the organization successful.
- (i) Appraising Performance (ii) Competency Mapping  
(iii) Employee Engagement (iv) Employee Commitment

**PART – II: (Short Answer Questions)**

**(2 x 5 = 10 Marks)**

Q.2. Answer ALL questions

- a. What are the three levels of Strategy?
- b. What is Performance management?
- c. What is Strategic Re-Structuring?
- d. Define Competency Mapping.
- e. What is Employee Engagement?

**PART – III: (Long Answer Questions)**

**(6 x 5 = 30 Marks)**

Answer any **FIVE** questions.

3. “Human assets cannot be duplicated and therefore become the competitive advantage for the firm” – critically evaluate this statement.
4. What are the factors determining employee value in an organization?
5. Explain the various reasons for resistance to change.
6. Explain the best fit approach and also explain how you link Business Strategy and HR Strategy under the best fit approach.
7. What are the methods of employee development?
8. Explain the various HR issues in Strategic Restructuring.
9. What are the steps in Competency Mapping Process? Explain the different types of competencies.
10. What are the methods of employee retentions? Explain.

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