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GIET UNIVERSITY, GUNUPUR – 765022
M. B. A (Third Semester) Examinations, February - 2023
21MBAHR23001 - Strategic Human Resource Management

Time: 3 hrs

Maximum: 60 Marks

(The figures in the right hand margin indicate marks.)

PART – A**(2 x 10 = 20 Marks)**

Q.1. Answer <i>ALL</i> questions	CO #	Blooms Level
a. Define Compliance approach.	5	2
b. Write the concept of Balance score card.	5	2
c. State the importance of Staffing.	3	2
d. Explain the concept of HR outsourcing.	4	3
e. Is Succession planning is important for an organization? Comment.	4	3
f. Explain the components of SHRM.	1	3
g. Write the importance of SHRM in today's world.	2	4
h. State any four limitations of Performance appraisal system	4	3
i. Differentiate between skill based and competency based pay.	5	3
j. Define Variable compensation	5	2

PART – B**(8 x 5 = 40 Marks)**

<u>Answer <i>ALL</i> questions</u>	Marks	CO #	Blooms Level
2. a. Compensation has become the key strategic area for present organization. Comment on this Statement	8	5	4
(OR)			
b. Explain different approaches of HR strategy integration.	8	3	2
3.a. Discuss the impact of strategic HRM on organizational performance.	8	2	3
(OR)			
b. Elaborate different approaches of HR Evaluation.	8	5	2
4.a. Write the impact of Technology on Strategic HR.	8	3	2
(OR)			
b. Briefly discuss about the strategic oriented performance measurement system.	8	4	3
5.a. Explain the Strategic Human Resource Planning Process.	8	3	2
(OR)			
b. Multi-skilling is a skill which is beneficial to the Organization. Write your Comment.	8	4	4
6.a. Define Performance management. Write the major objectives and its importance in the Organization.	8	3	2
(OR)			
b. Discuss the linkage between HRM and organizational performance.	8	2	3

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