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GIET UNIVERSITY, GUNUPUR - 765022

M. B. A (Third Semester) Regular Examinations, January - 2024 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 **ALL** questions

	CO #	Blooms Level
a. Define Strategic human resource management	CO1	K1
b. Write the objectives of Compensation.	CO5	K2
c. Find out the difference between Career planning and Succession planning	CO4	K2
d. Discuss the current challenges for SHRM.	CO2	K3
e. Define workforce diversity.	CO4	K2
f. Strategic staffing vs. Traditional staffing	CO4	K3
g. Define Broad banding	CO4	K2
h. Write types of cross cultural training.	CO3	K2
i. Define the meaning of HR Audit.	CO5	K2
j. Write the concept of Team based pay.	CO5	K3

PART – B

(8 x 5=40 Marks)

Answer ALL questions

	Marks	CO #	Blooms Level
2. a. HR is strategic partner in business strategies and its impact on business.	8	CO3	K4
(OR)			
b. “Human resources as a source of competitive advantage”. Discuss.	8	CO2	K4
3.a. Define HR strategy and discuss various types of HR strategies.	8	CO2	K2
(OR)			
b. Discuss the various approaches and challenges of SHRM.	8	CO1	K3
4.a. “Implementation of HR strategies can improve organisation efficiency”. Comment.	8	CO2	K4

(OR)

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| b. Explain the steps of Succession planning strategy. | 8 | CO5 | K2 |
| 5.a. Write a notes on HR audit. | 8 | CO5 | K2 |

(OR)

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| b. Define Competencies. How it is useful in developing a strategy? | 8 | CO3 | K4 |
| 6.a. "HR functions add value to organization". Discuss. | 8 | CO3 | K4 |

(OR)

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| b. Discuss the concept of 5-P model. | 8 | CO3 | K2 |
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