

**MBA Degree (FT) III Semester End Semester Examination- December, 2022****21-371-0341: STRATEGIC HUMAN RESOURCE MANAGEMENT**

(Regular)

Time: 3 Hours

Max Marks: 50

**Course Outcomes: On completion of the course, the student will be able to:**

CO1	Facilitate the student in remembering fundamental concepts related to Strategic Human Resource Management such as organizational wealth, framework of HR strategy, strategic change and balanced scorecard
CO2	Empower the students to understand complex ideas in Strategic Human Resource Management to make them ready for application in real life business scenarios.
CO3	Build application skills in Strategic Human Resource Management to build a future ready, competent and diverse workforce.
CO4	Provide the skills to analyze and identify various Strategic Human Resource Management related issues affecting day to day business faced by the organization and solve them.
CO5	To help the students in developing the skill to assess the impact of relevant Strategic Human Resource Management interventions that facilitate futuristic business strategies.
CO6	Create inventive ways to develop and share innovative Strategic Human Resource Management practices for future business enhancement.

**BL – Bloom’s Taxonomy: (L1- Remember, L2 - Understand, L3 – Apply, L4-Analyse, L5-Evaluate, L6-Create)****PART A***(Answer ALL questions. Each question carries 2 marks)*

Q No.	Questions	Marks	BL	CO
1	List the roles played by HR functions according to the Ulrich Model.	2	1	1
2	Describe the concept of Strategic fit.	2	2	2
3	Explain the SECI model of knowledge management.	2	2	1
4	State the major differences between explicit and tacit knowledge.	2	1	1
5	Identify the major elements of strategic HRD.	2	2	2

**(5X2=10 marks)**

## **PART B**

*(Answer ANY FIVE Questions. Each question carries 4 marks)*

Q No.	Questions	Marks	BL	CO
6	A firm wants to align HR with business strategy by adopting HR scorecard. Apply the HR scorecard concept in this context to demonstrate how it ensures strategy-HR alignment.	4	3	3
7	Using the RBV approach, analyse the investment perspective of HRM.	4	3	3
8	“Strategic human resource management plays a vital role in facilitating actions that lead to better performance in the firm's social responsibility and sustainability practices”. Examine how SHRM can contribute to CSR.	4	4	4
9	Appraise the need for consistency in reward strategy with other HR systems.	4	4	4
10	“Balanced Business Scorecard is about translating strategy into action”. Assess how <i>balanced scorecard</i> can help in the formulation of a strategic approach to HRM.	4	4	4
11	Critically analyse the role of HR business partners in business-driven HRM.	4	4	4
12	Applying the Michigan HR competency model, analyse how HR competencies are vital for HR practitioners to play a strategic role in modern business organizations	4	3	3

**(5X4=20 marks)**

## **PART C**

*(Answer ANY TWO questions. Each question carries 10 marks)*

Q No.	Questions	Marks	BL	CO
13	A company is planning to restructure itself into a flat organisation with broad job responsibilities. Suggest how HR practices should be changed to ensure employee engagement. Factors affecting and enhancing employee engagement. Evaluate how HR practices affect employee engagement.	10	6	6
14	Develop a suitable Organizational Development intervention to help employees adapt to change.	10	6	6
15	“The core of <i>resourcing strategy</i> is bundling different aspects of resourcing together so that they can be mutually supportive”. Evaluate this statement against the background of a firm positioned as a product leader in the market known for its innovative products, frequent product upgrades, and superior product performance. Justify your argument by illustrating how the different components of resourcing strategy together add value to the business strategy.	10	5	5

**(2x10=20 marks)**

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