

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA - SEMESTER-IV • EXAMINATION-SUMMER • 2014****Subject Code: 2840302****Date: 26-05-2014****Subject Name: Strategic Human Resource Management (SHRM)****Time: 10.30 am - 13.30 pm****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) Explain in detail the Company's Internal Value Chain. How HRM affects on all other value chain activities? **07**
- (b) Explain the Model of SHRM? Enlist different barriers for SHRM? **07**
- Q.2** (a) Explain in brief different Individual Dimension of Diversity, How will you strategically manage diversity in your organization? **07**
- (b) Explain the 5P model for linking strategic business needs & strategic HR management activities. **07**
- OR
- (b) Which are the seven common misconceptions for Human Resource? **07**
- Q.3** (a) How effectiveness of training is measured at different four levels? Explain in brief. **07**
- (b) What are the pros & cons of internal v/s external recruiting? **07**
- OR
- Q.3** (a) What are the different roles HR can play in knowledge based economy & which are the different critical HR competencies to perform these roles better? **07**
- (b) Explain in brief different guidelines for effective Human Resource Outsourcing in the organization. **07**
- Q.4** (a) 360 degree Feedback System for performance management **07**
- (b) Which are different strategies for managing employee surpluses? **07**
- OR
- Q.4** (a) What are the different factors affecting the organizational micro HR policy? **07**
- (b) Which are different strategies for managing employee shortages? **07**
- Q.5** (a) Explain in brief different role played by HR at different stages of Merger/ Acquisitions **07**
- (b) What are the different strategic choices in Performance Management Systems? **07**
- OR
- Q.5** (a) What do you mean by Collective Bargaining & how it is useful for Industrial relation? List down the various Collective bargaining items. **07**
- (b) Human resource based competitive advantage could be built from employee skills & expertise, organizational culture, & Human resource systems. Among these three methods which one is a tough challenger & hardest to duplicate? Why? **07**
