

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-IV • EXAMINATION – SUMMER • 2015

Subject Code: 2840302

Date: 13-05-2015

Subject Name: Strategic Human Resource Management (SHRM)

Time: 10.30 am – 01.30 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) 'Many factors influence the HR policy of a company'. Discuss the major factors that affect the shape of an organization's human resources policies. **07**
- (b) 'Integration and closer interaction between HR plan and business plan is the need of the time'. Elucidate the statement by discussing some of the internal and external conditions that may prod an organization to go for integration of HR and business plan. **07**
- Q.2** (a) Write a note on Selection error and strategic selection of cut-off score. **07**
- (b) 'An internal labour market for seeking potential candidates has its own limitations and disadvantages'. Justify the statement with your reasoning. **07**
- OR**
- (b) Explain how a company could gain competitive advantage by segmenting the potential employees on the basis of instruments of contact (i.e instruments or means used to contact the employees.) **07**
- Q.3** (a) Write short note on: **3.5x2**
- (i) Regression Technique
- (ii) Validity of a selection instrument
- (b) 'Indian businesses have started increasing their outside purchase of parts and components in a big way in the present global scenario.' Discuss the statement in light of why companies resort to outsourcing. **07**
- OR**
- Q.3** (a) Write short note on: **3.5x2**
- (iii) Off-the-job learning
- (iv) Replacement Chart
- (b) Why a company that follows a variable compensation policy is likely to attract more entrepreneurial and innovative employees? **07**
- Q.4** (a) Discuss the four broad stages of a learning and development program, with distinct roles and responsibilities played by the manager in-charge of the development program. **07**
- (b) Examine what generic strategic options should a company adopt to maintain its competitive position. Discuss in light of the three generic strategic options available w.r.t cost leadership, differentiation and focus with examples. **07**
- OR**

- Q.4 (a)** Most employers do not like their employees to be a part of some Union. Discuss some of the reasons for this general dislike towards employee unions. **07**
- (b)** Discuss the four broad groups of HR System and show with the help of a diagram the interdependency of these four systems and its interplay with the external environment. **07**
- Q.5 (a)** You are the HR Manager of a medium-sized firm. Convince and discuss with the company's CEO the benefits that your firm can get by conducting an employee development program at least once a year. **07**
- (b)** Write a note on: Performance- based Compensation Vs Seniority-based compensation. **07**
- OR**
- Q.5 (a)** You are the India Head of the MNC giant ABC Ltd. How do you justify a matrix structure for your organization to manage business across India and globally? **07**
- (b)** Discuss some of the common problems in merger and acquisition. **07**
