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GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-IV • EXAMINATION - SUMMER • 2015 Subject Code: 840303 Date: 18-05-2015 **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. What are the regulatory forces and social forces affecting the prospects of a **Q.1** (a) 07 business. 0.1 Discuss Replacement chart, Succession planning and Markov Method 07 **(b)** as a Technique of HR planning. **Q.2** (a) Explain the relation between structure and culture of an organization. 07 How can culture be the source of competitive advantage of an organization? 0.2 Discuss the common HR problems faced by organizations when they 07 **(b)** go for merger and acquisitions and how it can be minimized? **Q.2 (b)** Human resource-based competitive advantage could be built from employee 07 skills and expertise, organizational culture, and human resource systems. Among these three methods which one is hardest to duplicate and why? **Q.3** 07 (a) Differentiate between a conventional selection and a strategic Selection. What are the reasons for which workers join trade union? 0.3 **(b)** 07 OR **Q.3** What are the micro dimensions of human resource system? 07 (a) 0.3 **(b)** What is a business organization? How environmental forces compel it to 07 plan its actions well in advance? 0.4 What are the activities needed for effective HR Planning? 07 (a) What are the Business and HR implications of outsourcing? **Q.4** 07 **(b)** OR 0.4 How conventional recruitment is different from strategic recruitment? What 07 (a) are the advantages of having a HR strategy driven by market choice? State the conditions under which micro-HR loose their relevance? 0.4 07 **(b)** Q.5 Write a detail note on 360 degree appraisal. 07 (a) What are common limitations of internal employee developmental Q.5 **(b)** 07 programmes? OR **Q.5** Describe different methods to assess managerial performance. 07 (a)

07

Explain factors affecting organizational macro HR policy.

0.5

(b)