Seat No.: _____ Enrolment No._____

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER–IV • EXAMINATION–WINTER • 2014

Subject Code: 2840302 Date: 28-11-2014

Subject Name: Strategic Human Resource Management (SHRM)

Time: 10.30am - 13.30pm 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)**	Compare & contrast the Traditional HR versus Strategic HR?	**07**
	(b)	Explain in detail the role of HR in different stages of Merger / Acquisition.	**07**
Q.2	**(a)**	Which are the outcome of Strategic HR & how it can be achieved?	**07**
	(b)	Explain in detail the Company's Internal Value Chain. How HRM affects on all other value chain activities?	**07**
		OR	
	(b)	Compare & contrast the advantages & disadvantages of Human resource based & Physical resource based competitive advantages?	**07**
Q.3	**(a)**	What are the different factors affecting the organizational macro HR policy? Explain in detail.	**07**
	(b)	Explain in brief different Individual Dimension of Diversity, How will you strategically mange diversity in your organization?	**07**
		OR	
Q.3	**(a)**	Competitive advantage is easy to build but harder to maintain Entry or duplication barrier is essential requirement. How HR based competitive advantage could get over this challenge?	**07**
	(b)	What are the different factors affecting the organizational micro HR policy?	**07**
Q.4	**(a)**	Why are many organizations moving towards a flat structure? While implementing the strategy of Flat structure, what areas of HR would you give serious attention to?	**07**
	(b)	Explain in detail 360 degree Feedback System for performance management.	**07**
		OR	
Q.4	**(a)**	Which Five strategic decisions Organization have to take for establishing Performance Management System?	**07**
Q.4	**(b)**	What is succession planning? What are the pros & cons of disclosing succession planning?	**07**
Q.5	**(a)**	Which are the drivers of Outsourcing? Which are the different Business & HR concerns to be observed for Human Resource Outsourcing? Explain in brief	**07**
	(b)	What do you mean by Collective Bargaining & how it is useful for Industrial relation? List down the various Collective bargaining items.	**07**
		OR	
Q.5	**(a)**	Which are different strategies for managing employee surpluses? Explain in brief.	**07**
	(b)	Compare the four Job Evaluation Methods & describe how it is useful for wage fixation?	**07**

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