



OP – 256

IV Semester M.B.A. Degree Examination, November 2022
(CBCS – 2014-15 and Onwards)

MANAGEMENT

Paper – 4.4.1 : Strategic Human Resource Management



Time : 3 Hours

Max. Marks : 70

SECTION – A

Answer **any five** questions from the following. **Each** question carries **5** marks.

(5×5=25)

1. Describe evolution of Strategic HRM.
2. Explain the various measures of HRM performance.
3. Discuss the components of reward system.
4. Describe various methods of performance appraisal.
5. List out the reasons for downsizing.
6. What are the different types of merger and acquisition ?
7. Explain matrix organisation structure.

SECTION – B

Answer **any three** questions from the following. **Each** question carries **10** marks.

(3×10=30)

8. Explain the role of HRM in knowledge economy.
9. What are the process related responses shown by an organisation towards changing environment ?
10. Elaborate on the HR practices that can be used for attaining competitive advantage.
11. Write a short note on :
 - (i) HR bundles approach
 - (ii) Labour market.

P.T.O.



SECTION – C

12. **Compulsory** case study : **(1×15=15)**

Compensation is a Touchy subject.

As the HR manager, you have access to sensitive data, such as pay information. As you are looking at pay for each employee in the marketing department, you notice that two employees with the same job title and performing the same job are earning different amounts of money. As you dig deeper, you notice the employee who has been with the company for the least amount of time is actually getting paid more than the person with longer tenure. A brief look at the performance evaluations shows they are both star performers.

Questions :

- a) Determine that two different managers hired the employees, and one manager is no longer with the organization. How would you handle this ?
 - b) Describe the recruiting strategy and compensation strategy.
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