

M.B.A.-II (Sem.-III) Examination
Strategic Human Resources Management

Time : 3 Hours]

May-2017

[Max. Marks :] 00

Q.1 Define the following concepts:

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|--------------------------------|-----------------------------|
| (1) Employee commitment | (6) Human assets accounting |
| (2) Core competence | (7) Intellectual capital |
| (3) Business Partner (role) | (8) Job enlargement |
| (4) Performance metrics | (9) PESTLE analysis |
| (5) Human resource development | (10) Vertical integration |

Q.2 Discuss any one model of Strategic Human Resource Management (SHRM) after clarifying its meaning and importance.

Q.3 Explain the roles of a Human Resource Manager as per Ulrich's typology.

OR

Q.3 Discuss in detail (any two) with examples, conditions required for effectiveness, and limitations:

- (a) HR Manager as a business partner
- (b) HR manager as a champion of employee interests
- (c) HR manager as the agent of change

Q.4 Discuss how SHRM can improve business performance as an approach.

OR

Q.4 Discuss the components of SHRM.

Q.5 Assume that you are an external consultant hired by a firm that is planning a restructuring exercise. After an extensive study of the firm, you discover that it continues to be traditional in its approach to managing human resources. You have taken an appointment with the Vice President (HR) of the firm to discuss your findings and to suggest changes. Structure your discussion around the following aspects:

- the need to view human resources as an asset and a source of competitive advantage
 - the need to move towards a strategic perspective of HR function
 - major HR issues during and after the restructuring changes in the HR strategy of the firm
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