

C.U.SHAH UNIVERSITY

Summer Examination-2016

Subject Name: Strategic Human Resource Management

Subject Code: 5MS04SHM1

Branch: MBA

Semester: 4

Date: 16/05/2016

Time: 02:30 To 05:30

Marks: 70

Instructions:

- (1) Use of Programmable calculator and any other electronic instrument is prohibited.
 - (2) Instructions written on main answer book are strictly to be obeyed.
 - (3) Draw neat diagrams and figures (if necessary) at right places.
 - (4) Assume suitable data if needed.
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SECTION – I

- Q-1 Attempt the Following questions (07)**
- a. What is the full name of BPR? 1
 - b. What is market driven strategy? 1
 - c. Name any three financial resources 1
 - d. Name the activities involved in acquisition system 1
 - e. What you mean by succession planning? 1
 - f. What is strategic recruitment? 1
 - g. What is meant by value orientation? 1
- Q-2 Attempt all questions (14)**
- a. Write short note on selection error and strategic implications of cut off score. 7
 - b. State the advantages and disadvantages of external market. 7
- OR**
- Q-2 Attempt all questions (14)**
- a. Explain the techniques of HR planning. 7
 - b. Explain inter relationship between different systems and creating an HR based competitive advantage 7
- Q-3 Attempt all questions (14)**
- a. Explain in detail organizational stock of resources. 7
 - b. Explain internal value chain model. 7
- OR**
- Q-3 Explain the environmental forces affecting the prospects of a business. 14**



SECTION – II

- Q-4** **Attempt the Following questions** **(07)**
- a. State the circumstances where cognitive method is adopted? **1**
 - b. When will metric structure immerge as the most viable structure? **1**
 - c. Explain feedback advantage. **1**
 - d. What should ideally an employee be paid? **1**
 - e. State any two reasons why workers join union? **1**
 - f. Why merger & acquisition is considered as a popular business strategy? **1**
 - g. What is the meaning of outsourcing? **1**
- Q-5** **Attempt all questions** **(14)**
- a. Explain the different stages in learning programme. **7**
 - b. Write short note on Identify the corresponding HR expertise needs **7**
- OR**
- Q-5** a. Explain structure of a simple start-up company **7**
- b. Explain performance assessment at group and individual level **7**
- Q-6** **Attempt all questions** **(14)**
- a. Why do workers join union? Why do employers dislike employee union? **7**
 - b. Explain compensation policies & practices which are pursued to achieve specific organizational or employee centric goal. **7**
- OR**
- Q-6** **Attempt all Questions**
- a. Explain common problems in merger & acquisition. **7**
 - b. Discuss in detail areas of concern in outsourcing of HR **7**

