

Enrollment No: _____

Exam Seat No: _____

C.U.SHAH UNIVERSITY

Summer Examination-2017

Subject Name: Strategic Human Resource management

Subject Code: 5MS04SHM1

Branch: MBA

Semester: 4

Date: 24/04/2017

Time: 10:30 To 01:30

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. Name any three forces of competition. 1
- b. Explain mission in brief 1
- c. What is a resource? 1
- d. Name any three factors affecting the organizational micro HR policy. 1
- e. Explain in brief replacement chart 1
- f. Name any one important advantage for an internal market based managerial staffing policy 1
- g. Define selection. 1

Q-2 Attempt all questions (14)

- a Explain social forces affecting environment of business 7
- b Explain porter's five force model. 7

OR

Q-2 Attempt all questions (14)

- a Explain in detail organizational stock of resources. 7
- b Short note : Micro level HR practices 7

Q-3 Attempt all questions (14)

- a Explain the activities related to strategic HR planning 7
- b State the advantages and disadvantages of internal market. 7

OR

Q-3 a State the skills expected from selected candidates. 7

- b Can you identify some of the reasons why nationalized banks in India follow a cost leadership strategy while most private banks follow a differentiation 7



strategy?

SECTION – II

- Q-4 Attempt the Following questions (07)**
- a. What is team orientation? 1
 - b. When metric structure will immerge as the most viable structure? 1
 - c. Explain strategic advantage. 1
 - d. How employees are being paid as per conventional management practices? 1
 - e. Name any two reasons why employers dislike employee union? 1
 - f. Name any three types of outsourcing 1
 - g. State the meaning of quick integration 1
- Q-5 Attempt all questions (14)**
- a Explain the sequence of actions to maximize learning from a team. 7
 - b Explain structure of a simple start-up company. 7
- OR**
- Q-5 a Explain macro dimensions in strategic design of company's compensation system. 7**
- b Short Note : Collective bargaining as a source of competitive advantage 7
- Q-6 Attempt all questions (14)**
- a How to assess managerial performance? 7
 - b State processes which can be adopted for outsourcing a few of the HR services from outside. 7
- OR**
- Q-6 Attempt all Questions**
- a Explain symptoms of soft assets mismatch in policy areas 7
 - b Explain performance assessment at an individual level. 7

