Enrollment No:	Exam Seat No:

# C.U.SHAH UNIVERSITY

## **Summer Examination-2018**

**Subject Name: Strategic Human Resource Management** 

Subject Code: 5MS04SHM1 Branch: MBA

Semester: 4 Date: 05/05/2018 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.

#### SECTION - I

Q-1			Attempt the Following questions	(07)
		a.	State the main purpose of company's outsourcing policy	1
		b.	Explain the importance of merger & acquisition as a popular business strategy	1
		c.	When metric structure will immerge as the most viable structure?	1
		d.	When cognitive method is adopted?	1
		e.	Explain feedback advantage	1
		f.	What ideally an employee should be paid?	1
		g.	State the benefits to workers in joining the union	1
Q-2			Attempt all questions	(14
	a		Explain the sequence of actions to maximize learning from a team	7
	b		Discuss the structure as a internal market for employees	7
			OR	
Q-2			Attempt all questions	(14)
<b>~</b> –	a		Write a brief note on – correcting the performance gaps	7
	b		Explain compensation policy & practices to achieve specific organizational or	7
			employee centric goals	
Q-3			Attempt all questions	(14)
	a		Explain advantages in union involvement in company strategic plan	7
	b		Explain the importance of outsourcing with special reference to human resource	7
			OR	
Q-3	a		State common problems in merger & acquisition	7
_	b		Discuss symptoms of soft assets mismatch in policy areas	7



## SECTION – II

Q-4		Attempt the Following questions	<b>(07)</b>
		a. State the meaning of strategy	1
		<b>b.</b> Express any one mission of manufacturing industry	1
		c. State the meaning of tangible resources	1
		<b>d.</b> State the activities to be included in maintenance system	1
		e. Why succession planning is important for any organization?	1
		f. State one disadvantage of high turnover	1
		g. Explain value orientation	1
Q-5		Attempt all questions	(14)
	a	Explain various skills expected from selected candidate	7
	b	State the benefits of internal & external markets	7
		OR	
Q-5	a	Explain various techniques of HR planning	7
	b	Explain commonly used set of HR services	7
Q-6		Attempt all questions	(14)
	a	Explain the characteristics of evaluating sustainability of competitive advantage	7
	b	Discuss internal value chain model	7
		OR	
Q-6			
		Write a detailed note on various environmental forces affecting the prospects of business	14

