

Total No. of Questions:

Total No. of Pages:

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**MBA III-Sem (Main/Back) Exam. Jan. 2016**  
**M-331 (Major-II) Strategic Human Resource Management**  
**3M3123**

**Time: 3Hours**

**Maximum Marks: 70**  
**Min Passing Marks: 28**

Instructions to Candidates:

- 1) The question paper is divided in two sections.
- 2) There are sections A & B. Section A contains 6 questions out of which the candidate is required to attempt any **4** questions. Section B contains short case study/application base1 question which is **compulsory**.
- 3) All question are carrying **equal** marks.

- Q.1 Compare "Best Fit" and " Best Practice" Approach. Which is more effective in particular. Explain with reasons. 7+7=14
- Q.2 Explain the role of HRM Practices to organization outcome. 14
- Q.3 Write short notes on :-  
a) Strategic for Employee Shortages  
b) Physiological Contracting 7+7= 14
- Q.4 Write a detailed Note on " Integrated HR-System" 14
- Q.5 A) Differentiate between Quality and Quantitative measures of Analytical approach  
B) Discuss the purpose of measuring cost and benefits of HRM. 7+7=14
- Q.6 What do you mean by "HR-Alignment". Also explain dimensions used to measure HR-Alignment. 8+6=14
- SEC-B
- Q.7 What are the ethical dimensions involved in HR evaluation . Also discuss in brief about the audit approach of evaluation. 8+6=14