

3M3023

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Total No of Pages: **2**

**3M3023**

**M. B. A. III Sem. (Main) Exam., Jan. 2016**  
**Human Resource Management**  
**M-331 Strategic Human Resource Management**

**Time: 3 Hours**

**Maximum Marks: 70**

**Min. Passing Marks: 28**

*Instructions to Candidates:*

- (i) *The question paper is divided in two sections.*
- (ii) *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 based question which is compulsory.*
- (iii) *All questions carry equal marks.*

1. NIL

2. NIL

**SECTION-A**

- Q.1 Should organization view human resources from an investment perspective? Discuss the factors that determine the extent to which an organization in investment oriented in its management of human resources. [7+7=14]
- Q.2 What is 'virtual HR'? What are the benefit and pitfalls of HR outsourcing ? What are criteria that firms can use for determining which HR activities should or should not be outsourced? [14]
- Q.3 (a) What are major HR challenges confronted by BPCL after liberalization? [7]
- (b) Define Universalistic, contingency, configurational, congruence approaches. [7]

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- Q.4 (a) Examine the combination of HR measures that can be used to enhance the satisfaction of employees, customers and shareholders. [7]
- (b) What are factors in external environment place limitations on the ability of a firm to recruit and select a candidate of choice? Give examples. [7]
- Q.5 (a) Discuss the main propositions of the business excellence model. In what ways is the business excellence model different from balanced score card? [7]
- (b) What does the case suggest about the interaction between strategic planning and HRP? [7]
- Q.6 (a) Discuss the advantages and disadvantages of recruiting internally versus externally. List and briefly discuss any two external methods of recruitment. [7]
- (b) Why competency-based approach gained importance in current business environment? [7]

## **SECTION-B**

- Q.7 Comment upon career development at dataware services and systems. [14]
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