

GUJARAT TECHNOLOGICAL UNIVERSITY**M.B.A -IVth SEMESTER-EXAMINATION – MAY- 2012****Subject code: 2840302****Date: 23/05/2012****Subject Name: Strategic Human Resource Management (SHRM)****Time: 10:30 am – 01:30 pm****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

Q.1 (a) Discuss regulatory forces and social forces affecting the prospects of a business. **07**

(b) 'Product portfolio analysis is a dynamic value chain analysis of internal departments and divisions' Explain with Boston consulting group 2*2 Matrix. **07**

Q.2 (a) Discuss in brief some of the most commonly used HR Services of Business organizations. **07**

(b) Discuss Replacement chart, Succession planning and Markov Method as a Technique of HR planning. **07**

OR

(b) How an organizational layering process could force a company to change its policy of recruitment? **07**

Q.3 (a) Discuss tools of development with special reference to job types and learning methods. **07**

(b) Explain structure of a company that diversified along related product line and unrelated product line. **07**

OR

Q.3 (a) Suggest the checklist on appraisal system confirming with strategic recruitment. **07**

(b) Discuss various stages of learning program. **07**

Q.4 (a) Explain performance based and team based compensation policy. **07**

(b) Why workers join union? Why employers dislike employees union? **07**

OR

Q.4 (a) State the common problems in merger and acquisition. **07**

(b) Discuss business and HR concerns of outsourcing. **07**

Q.5 (a) State symptoms of soft assets mismatch in policy areas. **07**

(b) Explain human resource based competitive advantage and external labour market. **07**

OR

Q.5 (a) Explain blank application forms and interviews as a commonly used selection instruments. **07**

(b) How we can assess managerial performance? **07**
