

GUJARAT TECHNOLOGICAL UNIVERSITY**M.B.A. Sem - IV Examination May 2011****Subject code: 840303****Subject Name: Strategic Human Resource Management****Date: 24/05/2011****Time: 02.30 pm – 05.30 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) How do technological forces and social forces affect the successful implementation of strategic planning for business unit? **07**
(b) Briefly explain the process of formulation of market driven strategy. **07**

- Q.2** (a) Prepare a note on techniques of strategic human resource planning. **07**
(b) How do you evaluate human resource as a source of competitive advantage to the organization? **07**

OR

- (b) What are the micro dimensions of human resource system? **07**

- Q.3** (a) Explain the external sources of strategic recruitment. **07**
(b) Elucidate advantages of external employees' market. **07**

OR

- Q.3** (a) Critically evaluate any three selection instruments. **07**
(b) What are the tools to be used by an employer to develop his managers? **07**

- Q.4** (a) What is meant by organizational isomorphism? Why does HR Service not show high degree of isomorphism? **07**
(b) What is the relation between structure and culture of an organization? How can culture be the source of competitive advantage of an organization? **07**

OR

- Q.4** (a) "Despite many advantages, 360 degree appraisal method is still not very popular in most Indian business organizations."- Discuss. **07**
(b) Compare the virtues and vices of seniority and performance-based compensation policies. **07**

- Q.5** (a) "Trade union could be source of new strategy."- Comment. **07**
(b) Discuss the reasons for workers to join trade union. **07**

OR

- Q.5** (a) State the reasons for companies to resort to outsourcing. **07**
(b) "Many times merger and acquisition are more like fish jumping from a frying pan into fire."-Explain. **07**
