

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA - SEMESTER-IV • EXAMINATION – SUMMER 2013****Subject Code: 2840302****Date: 14-05-2013****Subject Name: Strategic Human Resource Management****Time: 14:30pm – 17:30pm****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) What is business organization? Explain business organization as a system. **07**
- (b) Identify some reasons why nationalized banks in India follow a cost leadership strategy while most private sector banks follow a differentiation strategy? **07**
- Q.2** (a) Name different Environmental forces affecting the prospects of the business and explain how crucial the role of regulatory forces on the operations of business; citing a real example. **07**
- (b) Imagine a company just hired you as a consultant to help it deploy its employees better so that their core competency increases. How would you go about identifying their core competency? **07**
- OR**
- (b) Explain factors affecting organizational macro HR policy. **07**
- Q.3** (a) Explain factors affecting organizational micro HR policy. **07**
- (b) What is a strategic HR plan and how it's different from conventional HR plan? What kind of managerial actions are required for executing such plans in an organization? **07**
- OR**
- Q.3** (a) Explain the external sources of strategic recruitment. **07**
- (b) Critically evaluate any three selection instruments. **07**
- Q.4** (a) Discuss the content of a strategic developmental plan. **07**
- (b) Explain importance of organizational structure in terms of strategic HR management. **07**
- OR**
- Q.4** (a) Describe different methods to assess managerial performance. **07**
- Q.4** (b) Write a detail note on 360 degree appraisal. **07**
- Q.5** (a) Differentiate between job evaluation based compensation policy and performance based compensation. **07**
- (b) Write a short note on collective bargaining as a source of competitive advantage **07**
- OR**
- Q.5** (a) Describe different processes for outsourcing of HR services. **07**
- (b) Why does a company acquire or merge with another company? **07**
