

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA - SEMESTER-IV • EXAMINATION-WINTER • 2014****Subject Code: 2840302****Date: 28-11-2014****Subject Name: Strategic Human Resource Management (SHRM)****Time: 10.30am - 13.30pm****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) Compare & contrast the Traditional HR versus Strategic HR? **07**
(b) Explain in detail the role of HR in different stages of Merger / Acquisition. **07**

- Q.2** (a) Which are the outcome of Strategic HR & how it can be achieved? **07**
(b) Explain in detail the Company's Internal Value Chain. How HRM affects on all other value chain activities? **07**

OR

- (b) Compare & contrast the advantages & disadvantages of Human resource based & Physical resource based competitive advantages? **07**
- Q.3** (a) What are the different factors affecting the organizational macro HR policy? Explain in detail. **07**
(b) Explain in brief different Individual Dimension of Diversity, How will you strategically manage diversity in your organization? **07**

OR

- Q.3** (a) Competitive advantage is easy to build but harder to maintain Entry or duplication barrier is essential requirement. How HR based competitive advantage could get over this challenge? **07**
(b) What are the different factors affecting the organizational micro HR policy? **07**

- Q.4** (a) Why are many organizations moving towards a flat structure? While implementing the strategy of Flat structure, what areas of HR would you give serious attention to? **07**
(b) Explain in detail 360 degree Feedback System for performance management. **07**

OR

- Q.4** (a) Which Five strategic decisions Organization have to take for establishing Performance Management System? **07**
Q.4 (b) What is succession planning? What are the pros & cons of disclosing succession planning? **07**

- Q.5** (a) Which are the drivers of Outsourcing? Which are the different Business & HR concerns to be observed for Human Resource Outsourcing? Explain in brief **07**
(b) What do you mean by Collective Bargaining & how it is useful for Industrial relation? List down the various Collective bargaining items. **07**

OR

- Q.5** (a) Which are different strategies for managing employee surpluses? Explain in brief. **07**
(b) Compare the four Job Evaluation Methods & describe how it is useful for wage fixation? **07**
