

M.H.R.D. (Semester—II) Examination
STRATEGIC HUMAN RESOURCE MANAGEMENT
Paper-203

Time : Three Hours]

[Maximum Marks : 80

1. (a) Explain the process of strategic management. 4
- (b) What are the challenges for HRM ? 4
- (c) How do we add value through rewards and benefits ? 4
- (d) Explain people as Strategic Assets. 4

OR

- (e) What is Human Capital Accounting ? 4
 - (f) What are the sources of employee value ? 4
 - (g) Give a brief introduction to strategic HRM. 4
 - (h) What are economic indications of HRM ? 4
2. (a) What is Job Analysis and Job Design ? Explain the importance of both. 16

OR

- (b) What is Organizational Structure and its role in enacting strategies with its issues ? 16
3. (a) What are issues in Forecasting Human Resources ? 4
 - (b) What do you mean by strategic selection ? 4
 - (c) What are strategic approach to issues in staffing ? 4
 - (d) Explain Managerial Judgement method of Demand Forecasting. 4

OR

- (e) Give a brief introduction of Human Resource Forecasting. 4
 - (f) What are the strategic issues in Demand Forecasting ? 4
 - (g) How technology is important for Human Resource Forecasting ? 4
 - (h) What is strategic selection ? 4
4. (a) Discuss the use of technology in Training. 16

OR

- (b) Explain the process of Integrating Training with Performance Management and Integrating Training with compensation. 16

5. (a) What are the labour management and union relation strategies ? 4
(b) What are the objectives of compensation system ? 4
(c) Explain the term corporate career management. 4
(d) What do you mean by outsourcing ? 4

OR

- (e) Give a brief introduction of compensation system. 4
(f) Explain the concept of Downsizing Turnover. 4
(g) What is Self-Assessment ? 4
(h) State the new trends of International HRM. 4