

Printed Pages:02

Paper Id: 193251

Sub Code:MAMHR08

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MAM
(SEM-X) THEORY EXAMINATION 2018-19
STRATEGIC HUMAN RESOURCE MANAGEMENT

*Time: 3 Hours**Total Marks: 100*

Note: 1. Attempt all Sections. If require any missing data; then choose suitably.

SECTION A

- 1. Attempt *all* questions in brief. 2 x 10 = 20**
- a. Who are known as Human Resources?
 - b. Define E-recruitment.
 - c. What are Cultural Dimensions?
 - d. Define Competency Mapping.
 - e. What is stress?
 - f. Define Emotional Intelligence.
 - g. What is Outsourcing in SHRM?
 - h. What do you mean by Human Resource Development?
 - i. What are Casual Leaves?
 - j. Define House Rent Allowance.

SECTION B

- 2. Attempt any *three* of the following: 10x3=30**
- a. What are the three basic propositions of an HR strategy? Explain with illustrations.
 - b. Difference between Domestic and International Human Resources.
 - c. Describe the different career paths an employee can follow.
 - d. Discuss the likely sources of stress for the middle managers.
 - e. Bring out the factors that influence intelligence.

SECTION C

- 3. Attempt any *one* part of the following: 10x1 = 10**
- a. What are the different kinds of growth strategies that an organization can adopt?
 - b. What is strategic human resource management state the important aims of SHRM.
- 4. Attempt any *one* part of the following: 10x1=10**
- a. Discuss some of the challenges of performance Management in respect to International Employees.
 - b. What are the strategies involved in Employee surveys online. Elaborate.

- 5. Attempt any *one* part of the following: 10x1 = 10**
- a. How might an International firm trying to adopt HRM practices to local culture produce worse results than it would produce by 'exporting' HRM practices from the home office?
 - b. Bring out the perspectives of cross culture assessment. How it is done? Explain.
- 6. Attempt any *one* part of the following: 10x1 = 10**
- a. In your opinion, what is the best way to structure executive compensation?
 - b. How would you go about retaining and developing older employees who are part of a dual-career couple?
- 7. Write a note on any *one* part of the following: 10x1 = 10**
- a. Welfare Programs.
 - b. Employee Benefits.