



**HDB-161100020309** Seat No. \_\_\_\_\_

**M. B. A. (Sem. III) (CBCS) Examination**  
**November / December - 2017**  
**Strategic Human Resource Management**

Time : 3 Hours]

[Total Marks : 70

**Instruction :** All questions carry equal marks.

1 Explain in brief the concept of Strategic Human Resource Management.

**OR**

1 What are the factors justify that “an organization has adopted investment oriented approach.” ?

- 2 (a) What is the most important workplace trends affecting HR today ?  
(b) Differentiate Traditional HR vs Strategic HR. In what types of organizations might traditional HR still be appropriate ?

**OR**

- 2 (a) Explain the Lepak and Snell’s employment model.  
(b) Explain in brief : Aggregate and Succession Planning.
- 3 Compare and contrast job enlargement, rotation and enrichment. How are they similar and different from each other ?

**OR**

- 3 What are the advantages and disadvantages of on-the-job, off-the-job, and online training ?
- 4 (a) Discuss the pros and cons of employee pay being fixed versus variable and dependent on performance.  
(b) Discuss the ways an organization might attempt to retain its most valued employees.

**OR**

- 4 (a) What constitutes sexual harassment ? What are the problems and challenges associated in managing it ?
- (b) How does an organization's investment in staffing benefit the organization after an applicant becomes an employee ?
- 5 Why it is important for any business to adopt a investment perspective for human assets and valuation as strategic decision?  
– Explain in brief.

**OR**

- 5 What are the major objectives of human resource planning ? Why is each of these objectives critical for an organization's success ?
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