



JAC-161100020309 Seat No. _____

M. B. A. (Sem. III) (CBCS) Examination

October – 2019

Strategic Human Resource Management

Time : 3 Hours]

[Total Marks : 70

Instruction : All questions carry equal marks.

1 Explain in brief the concept and process of Strategic Human Resource Management. 14

OR

1 Why is it important for any business to adopt an investment perspective for human assets and valuation as strategic decision." – Explain in brief. 14

2 (A) According to you, what are the possible barriers to strategic human resource management ? 7

(B) What constitutes sexual harassment? What are the problems and challenges associated in managing it ? 7

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3 What are the Five Core Job Characteristics ? Explain with Job Characteristics Model. 14

OR

3 Explain in brief possible assumed roles of HR in the era of Strategic Human Resource Management. 14

- 4 Write short notes on : (any two) 14
- Ethical Behavior
 - Repatriation
 - E-HR

- 5 Joan, an employee of Great American Market, was warned 14 about her excessive absenteeism several times, both verbally and in writing. The written warning included notice that "further violations will result in disciplinary actions," including suspension or discharge.

A short time after the written warning was issued, Joan called work to say she was not going to be in because her babysitter had called in sick and she had to stay home and care for her young child. Joan's supervisor, Sylvia, told her that she had already exceeded the allowed number of absences and warned that if she did not report to work, she could be suspended. When Joan did not report for her shift, Sylvia suspended her for fifteen days.

In a subsequent hearing, Joan argued that it was not her fault that the babysitter had cancelled, and protested that she had no other choice but to stay home. Sylvia pointed out that Joan had not made a good faith effort to find an alternate babysitter, nor had she tried to swap shifts with a co-worker. Furthermore, Sylvia said that the lack of a babysitter was not a justifiable excuse for being absent.

Questions :

1. Was the suspension fair ?
2. Did Joan act responsibly ?
3. Should she be fired ?
4. Should the babysitter be fired ?
5. Was Sylvia fair in her actions ?
6. Is there ever a solution for working mothers ?
7. Should working fathers take turns staying home ?
8. Should Great American Market provide daycares ?