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Question Paper Code : 10136

M.B.A. DEGREE EXAMINATIONS, APRIL/MAY 2023.

Elective

BA 4015 – STRATEGIC HUMAN RESOURCE MANAGEMENT

(Regulations 2021)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. State the barriers of Strategic HR.
2. Outline the concept of Strategic Capability.
3. Predict three aspects of HR Fit that Link HR Practices to Business Strategy.
4. Reproduce the measures of HRD performance.
5. Recap the concept behind e – Recruitment.
6. Infer the application of HRIS.
7. Recall the steps of Career planning Process.
8. Rephrase the concept of Competency Mapping.
9. Highlight the need for coaching in an organization.
10. Summarize the role of counsellors in employee well – being of an organization.

PART B — (5 × 13 = 65 marks)

11. (a) Compare and Contrast Traditional HRM and Strategic HRM.
Or
(b) Explain ways to measure Human Capital.
12. (a) Describe Strategic Framework for Designing HRD Interventions.
Or
(b) Identify the roles of HRD Professionals.

13. (a) Summarize E – training methods with examples.

Or

- (b) Demonstrate Employee Surveys Online.

14. (a) Outline the different stages of a person normally goes through in his / her Career.

Or

- (b) Explain Competency based Compensation.

15. (a) Reproduce the skills required for effective Coaching in an organization.

Or

- (b) Describe the steps of Effective Counseling.

PART C — (1 × 15 = 15 marks)

16. (a) John Smith is working in sales department of a heavy engineering company since 14 years. Since the time he joined, he was promoted well and performed at a good level for first 8-9 years. Since last 5 years, John has not been able to get promotion and is working in the same role and has the same responsibilities and KPIs. John is feeling stagnant in the career because of this.

Assess the reasons for career plateau and identify the ways to move out of career plateau.

Or

- (b) A senior manager from a major international bank was in line for promotion. However there were reservations about his behaviour in meetings and his ability to get the best out of his team.

Originally a Chartered Accountant, he had many of the characteristics typical of the technical professional. He was intelligent and fast thinking with a sharp analytical approach to issues, admired intelligence in others and believed that he would be rated highly by his line managers if he continually demonstrated his own competence-even if this meant putting others down.

He was intolerant of people who thought more slowly than himself and this intolerance was extended to more senior managers as well as to members of his own team.

There was also a problem with his line managers as he did not see the need to give them reports on his progress, expecting them to trust him to get on with the job.

Assess the problems with the senior manager and identify the ways to coach the manager.