Printed Pages:02 **Sub Code:MAMHR08**

Paper Id: **193251** **Roll No.** | | | | | | | | | | |

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.

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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.

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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.

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