

Exam.Code:0914

Sub. Code: 6758

1058 **EEE**

B.E. MBA (~~Bio Technology~~)

Tenth Semester

Elective - HR

IBM-1008/1009: Strategic Human Resource Management
(Common)

Time allowed: 3 Hours

Max. Marks: 50

NOTE: Attempt five questions in all, selecting atleast two questions from each Unit.

x-x-x

UNIT - I

- I. Elaborate the emerging role and scope of Strategic Human Resource Management in the dynamic business environment. (10)
- II. Differentiate between career management and career development. State the benefits of career management for an organization as well as for the individuals. (10)
- III. What is a Johari Window? Discuss the role of Johari Window in improving the interpersonal communication. (10)
- IV. What are the various types of pay-for-performance systems? Also state the advantages of the pay-for-performance systems over the traditional forms of compensation. (10)

UNIT - II

- V. What are the components of cross cultural training? State and explain the relevance of cross cultural training for expatriate preparation. (10)
- VI. Discuss the various options for international staffing that organizations have, along with their advantages and limitations. (10)
- VII. Discuss the various forms of voluntary and involuntary separations. What measures can managers take to manage employee separation effectively? (10)
- VIII. Write a detailed note on appropriate HR strategies to be adopted during mergers and acquisitions. (10)

x-x-x