

S.D.E.
M.B.A. Sem-IV (2013 Course) : SUMMER - 2019
SUBJECT : ELECTIVE – VII: STRATEGIC HUMAN RESOURCE MANAGEMENT
(Human Resource Management)

Day : Wednesday
Date : 22/05/2019

Time : 02.00 PM TO 05.00 PM
Max. Marks : 70

S-2019-5072

N.B.:

- 1) Attempt **ANY FOUR** questions from Section – I and **ANY TWO** questions from Section – II.
- 2) Answers to both the sections should be written in **SAME** answer book.
- 3) Figures to the right indicate **FULL** marks.

SECTION - I

- Q.1** Discuss the concept of strategy. Briefly illustrate the role of HR in Strategic Management. [10]
- Q.2** Discuss ways in developing Organizational capabilities. [10]
- Q.3** “Are organizational structures, hurdles to implementing strategies”? If so, discuss how it can be overcome? [10]
- Q.4** What role does Leadership play in shaping high performance organizations? [10]
- Q.5** Write short notes on **ANY TWO** of the following: [10]
- a) Role of Culture in Organizations
 - b) Barriers to Strategic Human Resource Management
 - c) Approaches to Strategic Human Resource Management

SECTION - II

- Q.6** Discuss with appropriate examples the role of Performance Management in strategy execution? [15]
- Q.7** What is the role of Value System in shaping high performance organizations? Discuss with examples. [15]
- Q.8** An organization is in the retail business selling durables, grocery, electronics and accessories. Recently it has witnessed declining sales due to many factors both internal and external to the business firm. The executives of the organization know that applying change to its operations and processes are important to achieve the newly developed growth strategy. Making necessary assumptions, suggest suitable change management practices for the organization to be back on the growth track. [15]

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