

**[41006]**  
**M.B.A. DEGREE EXAMINATIONS**  
**FOURTH SEMESTER**  
**SPECIALIZATION: HUMAN RESOURCE MANAGEMENT**  
**Paper -VI: STRATEGIC HUMAN RESOURCE MANAGEMENT**  
**(W.E.F. 2016-17 Admitted Batch)**

**Time : 3 Hours**

**Maximum : 75 Marks**

**SECTION - A**

**I. Answer any FIVE questions not exceeding one page each. (5×4=20)**

- 1) What is Global Competition?
- 2) What is HR strategy?
- 3) Explain the career paths for technical professionals.
- 4) Strategic Human Resource Process.
- 5) What is Social Dialogue?
- 6) What is HRD effectiveness?
- 7) Dimensions of Strategic Decisions
- 8) Salient features of Global strategy.

**SECTION - B**

**II. Answer All the questions not exceeding 4 pages each (5×8=40)**

1. a) What is Human Resource Environment? And Explain its significance and need.

**(OR)**

- b) What is HR Outsourcing? And explain its characteristics.
2. a) What are the different strategic planning models ? Explain.

**(OR)**

- b) Comment on “implementation of HR strategies can enhance organizational performance”.
3. a) Discuss the objectives, benefits and levels of strategic planning.

**(OR)**

- b) Briefly explain about the strategic oriented performance measurement system.

4. a) What is Compensation? And explain the main components of the compensation strategy.

(OR)

- b) Explain the various performance practice rewarding individuals and teams for improving organization performance.
5. a) Discuss the impact of negotiation skills in dealing with the unions for working towards harmonious relations.

(OR)

- b) Highlight the various strategic approaches to industrial relations.

**SECTION - C**

**(1×15=15)**

**III. Case Study (Compulsory)**

Sri Ram Ltd. is a 150-year American Company, but it is not the company it was even a few years ago. Until recently, Sri Ram Ltd. focused on producing electrical products. Today, the firm has diversified in to software, engineering and services and is also global with over 4,000 employees working in 19 countries. In other words, Sri Ram Ltd. became a world leader by pursuing a corporate strategy that emphasized diversifying into high-tech products and services and doing so on a global basis.

With a corporate strategy like that, **HRM** plays an important role at Sri Ram Ltd. Sophisticated engineering and services require more focus on employee selection, training and compensation than in the average firm and globalization requires delivering these services globally. Sri Ram Ltd. Sums up the basic themes of its HR strategy in several points.

These include:

1. A living company is a learning company
2. Global teamwork is the key to developing and using all the potential of the firms HR.
3. A climate of mutual respect is the basis of all relationships within the company and with the society.

**Questions:**

- a) Identify four strategically relevant HR system policies and activities that Sri Ram Ltd., has instituted to realize the basic themes of its HR strategy.
- b) Outline the principle steps to the process of the HR strategy development.
- c) What role does HRM as a strategic function play in helping Sri Ram Ltd. achieves its strategic aims?