

Total No. of Questions : 5]

SEAT No. :

P7902

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[6118]-3906

S.Y. M.B.A.

**304 - HR - SC - HRM - 03 : STRATEGIC HUMAN RESOURCE
MANAGEMENT**

(2019 Revised Pattern) (Semester - III)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *All questions carry equal marks.*

Q1) Solve any five questions:

[10]

- a) Define Human Capital.
- b) List any two objectives of SHRM.
- c) List the factors considered in the calculation of HR costs.
- d) List the steps involved in the Human Resource Planning Process.
- e) Define Succession Planning.
- f) Define Job Analysis.
- g) Define Talent Management.
- h) What do you mean by cross cultural management?

Q2) Answer any two questions:

[10]

- a) Write the evolution of SHRM in detail.
- b) Elaborate compensation & reward strategies.
- c) Summarize the differences between domestic & international SHRM.

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Q3) Answer any one question: [10]

- a) Assess the effectiveness of a talent management strategy in enhancing employee engagement & retention. Justify your answer with example.
- b) Explain how each component of OCTAPACE contributes to organizational effectiveness.

Q4) Answer any one question: [10]

- a) Evaluate the potential challenges in aligning HR strategies with business strategies.
- b) Elaborate the supply forecasting methods considering both external & internal factors.

Q5) Answer any one question: [10]

- a) Develop a sample job analysis questionnaire for any specific role within an organization.
- b) Elaborate the significance of career planning in achieving organizational goal with suitable example.

