

This question paper contains 2 printed pages]

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S. No. of Question Paper : 6495

Unique Paper Code : 2341604

F-6

Name of the Paper : Strategic Human Resource Management

Name of the Course : B.Tech Computer Science

Semester : VI

Duration : 3 Hours

Maximum Marks : 75

(Write your Roll No. on the top immediately on receipt of this question paper.)

Question no. 1 is compulsory.

Attempt any *four* from remaining six questions.

All parts of a question must be done together.

1. (a) What are the principles that facilitate development of HR Strategies ? 5
- (b) Explain Best fit approach to Strategic human resource management. 5
- (c) Explain various levels of training evaluation. 5
- (d) List various errors made by interviewer in interviewing processes. 5
- (e) Explain characteristic features of strategic HRM in action. 5
- (f) Describe stages of a typical employee life cycle. 5
- (g) Describe cultural dimensions relevant to human resource management. 5
2. (a) What are the strategies aimed at achieving competitive advantage ? Explain any *one* in detail. 4
- (b) What are HR strategies ? What is the purpose of HR Strategies ? 6

P.T.O.

3. (a) Describe strategic partner model, which emphasizes the role HR professionals sharing responsibility with line managers, for the success of the organization. 4
- (b) Discuss any *two* examples which show the relation between HRM and an organization's performance. 6
4. (a) Explain the strategy applied for executive compensation. 4
- (b) Explain on-the-job and off-the-job training. Give advantages and disadvantages of each type. For what type of training is each approach appropriate ? 6
5. (a) What are the different ways in which employees leave the organization ? 4
- (b) How can an HR strategy address organization issues of structure, team work, performance, quality and customer care ? 6
6. (a) What are approaches used for developing "knowledge management strategies" ? 4
- (b) Describe *four* stages in the mergers and acquisitions activities. 6
7. (a) Describe issues that need to be addressed in repatriation process. 4
- (b) "Decisions in the workplace are influenced by cultural viewpoints, beliefs, assumptions and values." Justify. 6