

Programme: MBA

Course: Strategic Human Resource Management

Course Code:11.672.7

Enrolment no. \_\_\_\_\_

Full Marks: 70

Time: 3 Hrs.

Q.No.	Questions	CO	Bloom Taxonomy Category	Marks
<b>Section I</b>				
1	<b>Short Answer type questions.</b>			<b>4 x 5 = 20</b>
a	According to the source, what is the need for Strategic Human Resource Management?	CO1	Understand	
	or			
b	Discuss the importance of Strategic Human Resource Management as highlighted in the source.	CO1	Understand	
	or			
c	Briefly introduce the concepts of business and corporate strategies as mentioned in the source.	CO2	Understand	
	or			
d	Explain the process of integrating HR strategies with business strategies based on the information in the source.	CO2	Understand	
	or			
e	According to the source, what are some aspects of Workforce Diversity that impact HRM?	CO3	Remember	
	or			
f	How does offering Flexi timing contribute to employee retention strategies?	CO3	Understand	
	or			
g	What is Downsizing and under what strategic circumstances might an organization consider it?	CO3	Understand	
	or			
h	Describe the importance of Work – life balance as a retention strategy.	CO3	Understand	
	or			
<b>Section II</b>				
<b>Long Answer type questions.</b>				
2	Explain Voluntary retirement schemes (VRS) as a retrenchment strategy, highlighting their potential benefits and drawbacks for both the organization and employees.	CO3	Understand	<b>3 x 10 = 30</b>
	or			
3	Discuss the strategic implications of HR Outsourcing for an organization, considering both potential advantages and risks.	CO3	Understand	
	or			
4	Compare and contrast Seniority Vs. Merit-based Promotions as strategic choices, considering their impact on employee motivation and organizational performance.	CO3	Analyze	
	or			
5	Explain the concept and benefits of 360-degree Feedback in performance management, highlighting its strategic value in employee development.	CO3	Understand	
	or			
6	Discuss the significance of understanding Behavioral issues in strategic implementation for successful organizational change.	CO4	Understand	
	or			
7	Explain the importance of Matching culture with strategy for effective strategy execution and organizational performance.	CO4	Understand	
	or			
<b>Section III</b>				
<b>Application based questions</b>				
8	Explain in detail the intended relationship of HR strategy with overall corporate strategy. Illustrate your answer with examples of how different HR functions can play a strategic role in achieving corporate goals..	CO2	Analyze	<b>1 x 20 = 20</b>
	or			
9	Analyze how students can apply critical thinking skills in evaluating the theoretical and applied perspectives of strategic HRM when considering the challenges faced by organizations in the 21st century.	CO2	Analyze	
	or			

**Course Outcomes**

On the completion of the Course, the students will be able to:

CO 1: Identify the linkages between HRM functions and organizational strategies, structures & culture.

CO 2: Apply critical thinking skills in analyzing theoretical & applied perspectives of strategic HRM.

CO 3: Analyze problems and develop managerial solutions to human resource problems.

CO 4: Exhibit behavior and performance that enhances competence in decision making, critical thinking, problem solving, planning etc.