

This question paper contains 2 printed pages.

4107

Your Roll No.

M.Com. / IV Sem. (NC)

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Paper MJ-423

STRATEGIC HUMAN RESOURCE MANAGEMENT

Time : 3 hours

Maximum Marks : 100

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

Attempt all questions.

All questions carry equal marks.

1. What do you mean by Strategic HRM? Discuss its evolution in detail.

Or

2. Critically discuss Human Capital Approach and Resource Based View.

3. Elaborate *five* factors to be considered for HR Planning. Also elucidate the external sources of recruitment.

Or

4. Organizations find it difficult to retain talent as compared to acquiring them. Defend your answer and suggest strategies to retain talent.

5. Highly engaged employees are highly efficient employees. Do you agree with this statement?

P.T.O

Substantiate your reply with corresponding researches and suggest ways to improve employee engagement.

Or

6. What kind of behavioural strategies would you suggest for a FMCG corporation which is facing tough competition in the market? Give examples and state the difficulties in implementing such strategies.

7. How effective is Organisational Development in gaining competitive advantage? Suggest appropriate strategies for knowledge management in a multi-national corporation.

Or

8. Clearly state the effect of mergers and acquisitions on employees and their future in such organizations. Discuss any *two* major mergers which have disrupted HR policies in recent years.

9. Write detailed notes on any *two* of the following:
 - (a) HR Bridge Framework
 - (b) HR Metrics
 - (c) Measurement of HR Performance
 - (d) Future of SHRM.