

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA Semester –IV Examination Dec. - 2011

Subject code: 840303**Date: 19/12/2011****Subject Name: Strategic Human Resource Management (SHRM)****Time: 02.30 pm – 05.30 pm****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

- Q.1** (a) What are the prospects and potential problem from union involvement in company business strategy plan? **07**
- (b) What are the common HR problems faced by organizations when they go for merger and acquisitions and how it can be minimized? **07**

- Q.2** (a) What are the important innovations in the area of use of human resources? **07**
- (b) Why traditional compensation policies are inadequate to link well with the achievement of strategic goals of an organization? Explain. **07**

OR

- (b) A diversified business can protect a company from excessive market risk. Comment. **07**

- Q.3** (a) What is a business organization? How environmental forces compel it to plan its actions well in advance? **07**
- (b) What are the practical problems associated with using prescriptions of market driven strategy? **07**

OR

- Q.3** (a) What business policies a firm should adopt to maintain its advantageous positions in its product market? **07**
- (b) What is a capability? Explain the characteristics for sustainability of resource based competitive advantage. **07**

- Q.4** (a) State the conditions under which micro-HR lose their relevance? **07**
- (b) What is a strategic HR plan and how it's different from conventional HR plan? What managerial actions are required for executing such plans in an organization? **07**

OR

- Q.4** (a) How an HR system could be customized to create a HR based competitive advantage? **07**
- (b) What are the activities needed for effective HR Planning? **07**

- Q.5** (a) How conventional recruitment is different from strategic recruitment? What are the advantages of having a HR strategy driven by market choice? **07**
- (b) What are the limitations of internal HR development strategy and how it can be overcome? **07**

OR

- Q.5** (a) What are the Business and HR implications of outsourcing? **07**
- (b) Why diversity is important in selection? How to ensure the diversity in selected pool? **07**
