

Roll No.

(Total no. of Pages: 02)

(Total no. of Question: 10)

MBA (Semester: 3rd)
STRATEGIC HUMAN RESOURCE MANAGEMENT
Subject Code: MBADD2322
Paper ID: 20260123

Time: 3 hrs

Maximum Marks: 60

Instructions to candidates:

- 1) Section A is **COMPULSORY** consisting of TEN questions carrying **TWO** marks each.
- 2) Section B consists of **FOUR** Units-I, II, III & IV. Attempt any **ONE** question from each Unit
- 3) Section C consists of a short case study carrying **EIGHT** marks

SECTION-A

(2 marks each)

Q1. Write the followings:

- a) What are barriers to strategic human resource management?
- b) Define virtual learning
- c) List advantages of downsizing
- d) What are limitations of telecommuting?
- e) What do you understand by executive compensation?
- f) 'Cross cultural training is the need of the hour'. Comment
- g) What is the merit of autonomous work teams?
- h) Differentiate between HRM and SHRM
- i) What are the advantages of global sourcing of labour?
- j) What is the need of succession planning in an organisation?

SECTION-B

(8 marks each)

UNIT-I

Q2. What do you understand by strategic human resource management? What advantages SHRM have over traditional HR practices?

Q3. Write short notes on

- i) WTO and labour standards
- ii) Global sourcing of labour

UNIT-II

Q4. Discuss various sources of recruitment. How online recruitment is different from offline recruitment

Q5. Write short notes on

- a) Work life balance
- b) Succession planning

UNIT-III

Q6. Identify and discuss various strategic choices an employer faces in designing a performance management system

Q7. What approaches can be used to evaluate and measure employee performance and compensation in strategic HRM

UNIT IV

- Q8. What special training do overseas candidates need? In what ways is such training similar to and different from traditional diversity training?
- Q9. What does outsourcing mean? What are the implications and advantages of outsourcing under globalization conditions?

SECTION-C

(8 marks)

Q10. CASE STUDY

Carter Cleaning Company Going Abroad

With Jennifer gradually taking the reins of Carter cleaning company, Jack decided to take his first long vacation in years and go to Mexico for a month in January 2008. What he found surprised him: while he spent much of the time basking in the sun in Acapulco, he also spent considerable time in Mexico City and was surprised at the density of cleaning stores, particularly considering the amount of air pollution in the area. Travelling north, he passed through Juarez, Mexico and was similarly surprised at the relatively few cleaning stores he found there. As he drove back into Texas, and back towards home, he began to think about whether it would be advisable to consider expanding his chain of stores into Mexico.

Quite aside from the possible economic benefits, he had liked what he saw in the lifestyle in Mexico and was also attracted by the idea of possibly facing the sort of exciting challenge he has faced 20 years ago when he started Carter Cleaning in the United States: "I guess entrepreneurship is in my blood" is the way he put it. As he drove home to have dinner with Jennifer, he began to formulate the questions he would have to ask before deciding whether to expand abroad.

Questions

- a. Assuming they began by operating just one or two stores in Mexico, what do you see as the main HR-related challenges he and Jennifer would have to address?
- b. How would you go about choosing a manager for a new Mexican store if you were Jack or Jennifer? For instance would you hire someone locally or send someone from one of your existing stores? Why?