MBA 4th Semester Examination
June. 2014
Subject- Strategic Human Resource Management

Subject Code – MSL-610

Time Allowed: 03 hours. Maximum Marks: 100

Before answering the question paper the candidate should ensure that they have been supplied the correct question paper. Complaints in this regard, if any, shall not be entertained after the examination.

Note: All questions carry equal marks. Ques. No. 1 is Compulsory and attempt two questions from each section.

1. (a) What is benchmarking?
    (b) Differentiate between person-job fit and person-organization fit.
    (c) Explain the PCN and HCN expatriates.
    (d) What is Outsourcing? (5x4=20)

SECTION – A

2. (a) What is E-recruitment in selection?
    (b) competency-based approach.
    (c) Virtual hiring
    (d) Weighted application blank (5x4=20)

3. Who is expatriate? What are the advantages and disadvantages of using expatriate managers instead of host country nationals? (20)

4(a) Explain the evolution of SHRM
    (b) Explain organizational types given by Miles and Snow (10x2=20)

5. Explain the terms:
    (a)Critical incident methods
    (b)Mechanic compensation
    (c)Human capital
    (d)VRIO (5x4=20)

6. Define Strategic Human Resource Management? What are the main points of difference between SHRM and human resource management? (20)

7. Write short notes (10x2=20)
    a) stages of career development
    b) organizational life cycle