

IV HR



FM 505

M.B.A. (Semester – IV) Examination, December 2016
(Under Distance Learning)
STRATEGIC HR

Date : 17-12-2016

Time : 2.30 p.m. to 5.30 p.m.

Total Marks : 70

Instructions : 1) Answer **any 5** from the following.
2) **All** questions carry **equal** marks.

1. What do you understand by Strategic HR ? Discuss the evolution of SHRM.
 2. Explain how Technology, Structure and Work Force Diversity effects on Human Resource Strategies ?
 3. What do you understand by Staffing Process ? Explain the methods of Recruitment and Selection of Employees.
 4. What do you understand by the Strategic approach to Human Resource Evaluation ?
 5. Define employee empowerment and involvement. What are the retention strategies been adopted by the organizations nowadays ?
 6. Training is a strategic organizational activity. Explain it keeping in view the current scenario of the organizations.
 7. What are the Pragmatic Steps for implementation, reorganizing and orientation of HRM function ?
 8. Write short notes on (**any three**) :
 - a) Competency mapping.
 - b) Flexi timing.
 - c) Internal Benchmark.
 - d) WTO and labour standards.
 - e) Methods of recruitment.
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M.B.A. (Semester – IV) (Under Distance Learning)
Examination, December 2016
HR AUDIT

Date : 18-12-2016

Time : 2.30 p.m. to 5.30 p.m.

Total Marks: 70

Instructions : 1) Answer **any 5** from the following.
2) **All** questions carry **equal** marks.

1. What do you understand by the HRD audit ? Explain its objectives in detail.
 2. Discuss the linkages between HRD Instruments, Processes, Outcomes and Organizational Effectiveness.
 3. What are the strengths and weaknesses of your HRD functions ? What are your expectations from HRD ?
 4. What do you understand by competency ? What competency gap do you see in the existing staff ?
 5. Explain the concept of HRIS. Discuss its effectiveness and need.
 6. What are the trends in HR audit seen in Indian scenario ?
 7. What do you understand by the employee orientation program ?
 8. Write short notes on (**any three**) :
 - a) Ethics and values.
 - b) HRIS leadership.
 - c) OCTAPACE culture.
 - d) Balanced Score Card.
 - e) Mentoring.
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