

**Subject : Elective-VII : Strategic Human Resource Management (Human Resource Management)**

Day : Monday

Date : 19/12/2016



Time : 02.00 PM TO 05.00 PM

Max Marks : 70 Total Pages : 1

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**N.B.:**

- 1) Attempt **ANY FOUR** questions from Section – I and **ANY TWO** questions from Section – II.
  - 2) Answers to both the sections should be written in **SAME** answer book.
  - 3) Figures to the right indicate **FULL** marks.
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**SECTION - I**

- Q.1** Discuss the role of HR in facilitating the strategy formation process. [10]
- Q.2** What is Organizational Diagnosis? Discuss ways to identify and develop capabilities. [10]
- Q.3** Discuss the context and need for re-examination of organizational structures. [10]
- Q.4** Why is change management of importance during implementation of Business Strategy? Discuss potential issues concerning the change process. [10]
- Q.5** Write short notes on **ANY TWO** of the following: [10]
- a) HR capabilities and competitive advantage to an enterprise
  - b) ‘Values’ and their role in shaping organizations
  - c) Approaches to Strategic Human Resource Management

**SECTION - II**

- Q.6** A company is in the business of development of software products required for the banking and financial industry. They are well known in developing software products. With the need to be a major player in the industry they have developed a strategy based on “Quality”, “Reduction in process time” and “Innovation”. In order to achieve and successfully implement the strategy, what performance measurement systems would you suggest? [15]
- Q.7** How does Organizational Culture affects its performance? Cite suitable examples. [15]
- Q.8** Discuss the benefits and barriers of Strategic Human Resource Management. [15]

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