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	M. B. A. III Sem. (Main/Back) Exam., Dec. 2017	
	M-331 (Major-II) Strategic Human Resource Management	

SECTION-A

- Q.1 (a) Explain the meaning of strategic HRM. How it plays a significant role in manufacturing Industry. [7]
- (b) What are the parameters of HR Audit? Prepare a framework for HR audit with respect to hot environment manufacturing company like steel manufacturing. [7]
- Q.2 Explain in detail the strategies for human resource performance improvement and development. [14]
- Q.3 (a) How balance score card strategy is used in performance review and appraisal of Industrial employees. [7]

- (b) What is the purpose of human resource accounting? Explain in detail its procedure and advantages with industrial practice. [7]

- Q.4 (a) What are the recent practice used in industry sector for improving the effectiveness of SHRM. [8]
- (b) Explain the purpose of Evaluating Ethical dimensions used in SHRM. [6]
- Q.5 (a) Prepare a frame work to improve working conditions and Quality Improvement Mission in a FMCG sector using SHRM approach. [7]
- (b) What is the purpose of strategic criteria of conducting training of work teams of lower management? How these are beneficial in improving managerial dimensions of a employee. [7]

- Q.6 Explain Any two with suitable examples. [14]
- (a) Effective utilization of human resource.
- (b) Psychological Contracting
- (c) Linking HRM practices to organizational outcomes.
- (d) Value addition by SHRM to Industry.

SECTION-B

Case Study

Q.7 You are working as HR manager in an old technology Chemical Industry. There is a conflict of workers and management of company about the pay scale annual Increment and promotions since last three years. This is due to, since last two years company is not making profit, due to competitive high price of production. Management has advised staff and workers to provide in campus innovations and to bear worth Rs. 25

crores for some equipment to revamp/replace so that the productivity could be increased and hence relatively the current market customers could be retained and accordingly company can go for annual increment or for due performance promotion in coming years.

(a) As a HR manager, what strategy you would initiate with detailed procedure so that workers and staff will come forward to accept management proposal and discontinue the conflict. [7]

(b) What are your strategy for yearly increment/performance promotion, once company started earning profits back in next two-three years?

Assume there are staff and workers in Numbers

Staff: 100 Nos. (10 Nos. – Top Management; 20 Nos. – Middle Management; 70 Nos. – Lower Management Cadre)

Workers – 300 Nos. (50 Nos. – Senior Technician; 100 Nos. – Technicians; 100 Nos. – Junior Technicians, 50 Nos. – Trainees) [7]