

**MASTER OF BUSINESS ADMINISTRATION  
(MBAEV)**

**Term-End Examination  
December, 2013**

**MCNE-051 : STRATEGIC HRM**

*Time : 3 hours*

*Maximum Marks : 100*

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*Note : Answer any five questions.*

*All questions carry equal marks.*

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1. How to formulate and implement strategic HRM in order to have an organic unity with the corporate strategy ? 20
2. What is environment scanning and organisation boundary spanning ? Explain these strategies in setting out the HR strategy. 20
3. Employee engagement is assuming strategic importance in organization. Explain the employee engagement strategies adopted by organizations. 20
4. Explain the strategic HR functions and discuss how they are distinct from the traditional HR functions ? 20
5. "Culture plays significant role in all strategic decisions relating to organizational success". Explain the statement and highlight the strategies adopted by organisations in using culture in HRM and marketing practices. 20

6. Reward and compensation management systems have witnessed great changes due to global positioning of organisations. Identify those changes and strategic responses. 20
7. In employment relations, laissez faire policy of Governments has returned. How the Employers and the Employees are required to redesign their strategies to have a win - win employment relations ? 20
8. Write short notes on **any two** of the following : 20
- (a) High performance work practices.
  - (b) HR Outsourcing
  - (c) Change Management Strategies.
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