

**MASTER OF BUSINESS ADMINISTRATION
(MBACT)**

**Term-End Examination
December, 2012**

**MCTE-023 : STRATEGIC HUMAN RESOURCE
MANAGEMENT**

Time : 3 hours

Maximum Marks : 100

Note : Answer *any five* questions.

1. Write an essay on emerging global business citing 20
examples. What are the challenges of HR managers
in the globalised business environment ?
2. Write an essay on the evolution of SHRM. Discuss 20
different theories of SHRM.
3. What is growth strategy ? Explain its connection 20
with the HR citing examples.
4. Discuss the concept of 'strategic fit'. Describe three 20
approaches to strategic fit.
5. Define Human Resource Planning (HRP). 20
Describe the interaction between strategic
planning and HRP citing examples.

6. Discuss the importance of talent acquisition. List out different sources of recruitment. What are the new sources of recruitment ? 20
 7. How performance management is different from performance appraisal ? Discuss the linkage between performance management system and organisational strategy. 20
 8. What is mentoring ? Who is a mentor ? Deliberate on the SHRM issues that need to be addressed by organisations in order to ensure the success of mentor programmes. 20
-