

00344  
MASTER OF BUSINESS ADMINISTRATION  
(MBACT)

Term-End Examination

December, 2015

MCTE-023 : STRATEGIC HUMAN RESOURCE  
MANAGEMENT

Time : 3 hours

Maximum Marks : 100

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- Note :** (i) Attempt *any five* questions.  
(ii) All questions carry *equal* marks.
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1. Discuss the scope and importance of Strategic Human Resource Management. 20
2. What are the different challenges faced by Employee Sourcing in a global labour market ? How organisations are shaping their strategies to overcome them ? 20
3. What is 'Environment Scanning' and 'Organisation Boundary Spanning' ? Explain these strategies in setting out the HR strategy. 20
4. Distinguish between career planning and career development. Suggest a strategy for the design and implementation of a strategic career management system. 20

5. What is learning organisation ? Explain the concept of multi-skilling with the help of suitable example. 20
6. Define the term mentoring. Deliberate on the SHRM issues that need to be addressed by organisations in order to ensure the success of mentor programmes. 20
7. Employee engagement is assuming strategic importance in organisation. Explain the employee engagement strategies adopted by organisations. 20
8. Write short notes on **any four** of the following : 4x5=20
- (a) HR Score Card
  - (b) HR Research
  - (c) Diversity Management
  - (d) Work - Life Balance
  - (e) High Performance Work Practices
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