

**Master of Business Administration
(MBACT)**

**Term-End Examination
December, 2018**

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

Time : 3 Hours

Maximum Marks : 100

Note : Attempt any *five* questions. All questions carry equal marks.

1. Explain the concept of strategic HRM and discuss, how is it different from HRM ? Discuss its need and challenges in implementation.
2. Discuss various types of HR strategies. How does implementation of HR strategies can enhance organizational performance ?
3. What is meant by Career Planning and Succession Planning ? Discuss the relationship between the two. Explain any *two* models of career planning.

4. Define competencies. How are competencies useful in HR strategies ? Briefly discuss the process of competency mapping.
5. What do you understand by international compensation ? Explain the factors influencing compensation policy. Discuss the term 'Global Compensation issues'.
6. Explain the importance of training and development of international staff. Discuss any *two* methods of training indicating their merits and demerits.
7. Explain the strategic role of top management and strategic role of line management. Discuss *one* model of strategic HRM that you consider most suitable.
8. What is Learning Organization ? Explain the strategies used for learning organization with the help of examples.