

**MASTER OF BUSINESS ADMINISTRATION
(MBACT)**

00554

Term-End Examination

June, 2014

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

Time : 3 hours

Maximum Marks : 100

Note : *Answer any five questions. All questions carry equal marks i.e. 20.*

1. Why has human resource planning become more significant in the contemporary business environment ? What is the difference between macro perspectives and micro perspectives of human resource planning ? Discuss with examples.
2. Explain how career management systems are designed in organizations. Cite suitable examples.
3. Distinguish between performance management and performance appraisal. How is the process of performance management system carried out in an organisation ?
4. What are the determinants and approaches for compensation management ? Discuss the new trends of compensation management.

5. Explain the concept of workforce diversity and its various aspects citing suitable examples.
 6. Why is training a critical strategic issue for present day organizations ? Discuss few new training methods adopted by an organization of your choice with illustrations.
 7. Describe the concept and process of human resource accounting with relevant examples.
 8. (a) Is downsizing unlawful ? Explain.
(b) Discuss the Japanese approach to downsizing.
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