

00848

**MASTER OF BUSINESS ADMINISTRATION  
(MBACT)**

**Term-End Examination  
December, 2011**

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

*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. What is HRM ? How does traditional HRM differ from emerging strategic HRM ? Critically examine ? 20
2. What is HR planning ? Is it important part of HR strategy ? Critically examine. 20
3. What is recruitment ? How the finding the "Right Person for a Right Job" is achieved in selection processes by using innovative selection tools ? Examine. 20
4. What is performance management ? Does it form the part of HRM strategy ? Critically explain. 20

5. 'HRD is continuous process to meet the requirement of challenges of Business and Industry' ? For that what are the steps that management should take care ? 20
6. Should organization go for the variable pay for managers as corporate HR strategy ? Discuss one of the most popular variable pay schemes that organizations practice. 20
7. Why there is high retention rate in some of the emerging industries ? How can you arrest ? 20
8. Write short notes on *any two* of the following : 10+10
- (a) Labour Market
  - (b) Competency Mapping
  - (c) Gain Sharing
  - (d) Potential Appraisal
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