

00585

**POST GRADUATE DIPLOMA IN GLOBAL
BUSINESS LEADERSHIP (PGDGBL)**

Term-End Examination

June, 2011

**MGBE-025 : STRATEGIC HUMAN RESOURCE
MANAGEMENT**

Time : 3 hours

Maximum Marks : 100

Note : Answer any five questions.

All questions carry equal marks.

1. (a) What is meant by 'HR value proposition' and for whom the value should be created? 10
- (b) How is 'cultural capability' a critical element in building HR strategy? 10
2. (a) Elaborate on the linkage between business structure and the generic patterns that HR can adopt. 10
- (b) Discuss the benefits and risks of 'Out sourcing'. 10
3. What are the HR practices related to ensure 'Flow of people'? Which two practices according to you are important in firms of creating value for line managers? 20

4. What are the implications for human resource strategy in the context of international assignments ? 20
5. Write short notes on *any four* of the following : 20
- (a) HR professional as Human Capital Builder
 - (b) Talent Management
 - (c) International HRM and Domestic HRM
 - (d) Centers of Expertise
 - (e) HR planning
 - (f) Pit falls of HR Technology
6. (a) "HR can be an effective change agent for enabling strategic change in organization". Evaluate with your reasons. 10
- (b) How does succession planning imply a different meaning in strategic HRM than the traditional succession planning in firms of replacement chart ? 10
7. How does Martin and Bartol matrix for managing turnover relate to an investment approach to HR.? 20
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