

00533

**MASTER OF BUSINESS ADMINISTRATION
(MBACT)**

Term-End Examination

December, 2013

**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. Write the evolution of strategic human resource management (SHRM). Discuss different theories of SHRM. 20
2. What is corporate strategy ? Discuss the linkage between HRM and corporate strategy citing examples. 20
3. Discuss the concept of strategic fit and different approaches to strategic fit with the help of examples. 20
4. Explain various demand and supply forecasting techniques along with their merits and demerits. 20

5. Describe the strategic importance of t and d in current scenario. What are the effects of t and d on HR performance ? 20
 6. What is demography ? How workforce demographic changes affect strategic acquisition of talents ? Discuss with the help of examples. 20
 7. What is competency based HRM ? Discuss the challenges associated with competency based HRM with examples. 20
 8. Discuss the linkage between corporate strategy and compensation strategy. Enlist the components of total compensation and reward strategy. 20
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