

**MASTER OF BUSINESS ADMINISTRATION  
(MBAEV)**

**Term-End Examination**

**June, 2013**

**MCNE-051 : STRATEGIC HRM**

*Time : 3 hours*

*Maximum Marks : 100*

---

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

---

1. What is the difference between HRM and strategic HRM ? Identify the changes which have necessitated a rethinking towards strategic HRM. 20
2. How to formulate the VMG statement of the organization ? How to make it reach the human resource ? 20
3. Organizational success depends inter alia on the human resources. How to integrate HR with other factors and resources ? 20
4. "Performance Management Strategies cut across human development, quality improvement, cost effective methods and customer orientation which are propelled by an effective information management system". Explain the statement. 20

5. How to develop an effective training and development programme integrating it with strategic HRD ? 20
6. What are the challenges faced by Employee Sourcing in a global labour market ? How organizations are shaping their strategies to overcome them ? 20
7. Employment Relations have changed from collectivism to individualism. In this global context, what is the new role for trade unions ? 20
8. Write short notes on *any two* of the following : 20
- (a) Change Management Strategy
  - (b) HR Score card
  - (c) Workforce utilization
-