



MAULANA ABUL KALAM AZAD UNIVERSITY OF TECHNOLOGY, WEST BENGAL

Paper Code : HR 404/HR 405 STRATEGIC HRM

UPID : 004698

Time Allotted : 3 Hours

Full Marks :70

The Figures in the margin indicate full marks.

Candidate are required to give their answers in their own words as far as practicable

Group-A (Very Short Answer Type Question)

1. Answer any ten of the following :

[1 x 10 = 10]

- (I) The Horizontal expansion of jobs is called
- (II) The degree to which Operations are carried out in an economical way is called
- (III) Write down one major disadvantage of E-Learning:
- (IV) _____ refers to the use of internet or an Organizational intranet to conduct training online
- (V) A planning tool like Balance Score Card that captures each department,s performance contribution to reach the organization,s goals is called
- (VI) The tool which is used to follow the best practice to progress is known as
- (VII) When an employee is reassigned to a similar position in another part of the firm is known as:
- (VIII) In which respect does Formal Organization differ from Informal Organization?
- (IX) HPWS stands for
- (X) The continuous process of identifying,measuring and developing the performance of individuals and teams and aligning their performance with the organizational goal is
- (XI) Who was the first to develop and use 360 degree feedback as an instrument
- (XII) What is it called when employees are involved in various forms of decision making:

Group-B (Short Answer Type Question)

Answer any three of the following :

[5 x 3 = 15]

2. Briefly explain the Strategic role of Top Manager. [5]
3. What is High Performance Work Systems (HPWS) ? Briefly explain it. [5]
4. What is Job Rotation? What are its advantages and limitations? [5]
5. What do you understand by HRM Architecture? [5]
6. What is Corporate Governance? Is it important? [5]

Group-C (Long Answer Type Question)

Answer any three of the following :

[15 x 3 = 45]

7. (a) What is High Performance Work Systems? [3]
(b) What are the elements of a High Performance Work System? [5]
(c) How do you create a High Performance Work System? [7]
8. (a) What is Strategic HRM [3]
(b) Explain need of HR strategies for Organizational stability and growth [12]
9. (a) What is Strategic FIT? [3]
(b) Discuss strategic role of Performance Management in the business. Explain with valid arguments. [12]
10. (a) What do you mean by 'Employee Engagement'? [3]
(b) What is the relationship between HR strategy and Business Strategy? [7]
(c) What is Talent Management? Briefly discuss. [5]
11. (a) Traditionally HR Department has been termed as cost centre. Strategically it is a profit centre- justify and prove it with various examples and cases. [12]
(b) What is On the Job Training? [3]

*** END OF PAPER ***