

MBA 4th Semester Examination, 2025

MBA

(Strategic Human Resource Management)

PAPER — MBA-408B

Full Marks : 100

Time : 3 hours

Answer all questions

The figures in the right hand margin indicate marks

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

GROUP — A

Answer any eight questions : 5 × 8

- 1. Briefly discuss the concept of Strategic Human Resource Management along with its three key characteristics.**

(Turn Over)

2. How does strategic training differ from traditional employee training ?
3. Explain the meaning of “re-engineering” in the context of strategic human resource processes ?
4. Elucidate the framework of Strategic HR Management.
5. Briefly examine the role of human resource strategy in improving organizational performance.
6. Write a short note on VRIO Model.
7. ‘Imagine an organization treat their employees as assets, not an expenses.’ – Justify.
8. Explain the “investment perspective” of human resources.

9. Write key elements of an effective Human Resource Strategy.
10. "Training and development strategies must support strategic goals in a dynamic market". Discuss this statement.
11. Highlight the link between Human Resource Strategy (HRS) and Business Strategy.
12. A mid-sized software company struggles to hire AI engineers due to intense competition from large multinationals. How can the company design its recruitment strategy to attract top talent ?

GROUP – B

Answer any four questions : 10 × 4

13. Explain Guest's (1997) five types of strategic fit in the context of Strategic Human Resource Management (SHRM).

14. Discuss the Miles and Snow typology of business-level strategies. How can each strategy influence the formulation of HRM policies in an organization ?
15. Explain Schuler and Jackson's classification of HR strategies. How do these strategies align with Porter's competitive strategies ?
16. "Strategic human resource processes must evolve with organizational change." Discuss with examples.
17. Discuss the Role of Strategic human resource processes to deal with Employee Surpluses.
18. Why is reengineering of Human Resource (HR) processes necessary in today's dynamic organizational environment ? What are the major steps involved in reengineering HR processes ?

5 + 5

[Internal Assessment — 20 Marks]
