V Semester B.B.A. Degree Examination, Nov./Dec. 2018
(CBCS) (2016-17 and Onwards)
(Fresh + Repeaters)
BUSINESS ADMINISTRATION
5.6 : Elective Paper – II : Strategic Human Resource Management

Time : 3 Hours Max. Marks : 70

*Instruction*: Answers should be written in *English* only.

**SECTION – A**

Answer any five sub-questions. Each sub-question carries 2 marks. \((5\times2=10)\)

1. a) What is strategic HRM ?
   b) What is employee retention ?
   c) What is job evaluation ?
   d) What is recruitment ?
   e) What is HR planning ?
   f) What are work-team ?
   g) Expand ESOP and BPR-E.

**SECTION – B**

Answer any three of the following questions. Each question carries 6 marks. \((3\times6=18)\)

2. Explain the significance of strategic HRM.
3. What is job rotation ? What are its advantages and limitations ?
4. What are the principles of TQM ?
5. What are the ways to enrich the job ?

P.T.O.
SECTION - C

7. What are the strategic roles of HR Director? Explain.

8. Explain the different modes of investment in training and development.

9. Explain the important factors of SHRM.

10. What is organisational change? What are the approaches to organisational change?

11. Explain the components of HR competencies.

SECTION - A

Answer any five questions. Each question carries 2 marks.

(a) What is strategic HRM?
(b) What is employee retention?
(c) What is job evaluation?
(d) What is recruitment?
(e) What is HR planning?
(f) What is work-force?
(g) Explaining ESDP and BPR.

SECTION - B

Answer any three of the following questions. Each question carries 6 marks.

5. Explain the significance of strategic HRM.
6. What is the objective of job analysis? What are its objectives and limitations?
7. What are the principles of TOM?
8. What are the ways to improve the job?
V Semester B.B.A. Degree Examination, November/December 2017  
(CBCS) (2016-17 and Onwards) (F + R)  
BUSINESS ADMINISTRATION  
5.6 : Elective Paper – II : Strategic Human Resource Management

Time : 3 Hours
Max. Marks : 70

**Instruction**: Answer should be written in English only.

**SECTION – A**

Answer any five sub-questions. Each sub-question carries 2 marks.  \((5 \times 2 = 10)\)

1. a) What is total quality management ?
   b) What is job enrichment ?
   c) Mention any four strategic H.R. functions.
   d) What is transnational strategy ?
   e) What is globalisation ?
   f) Define double taxation.
   g) What is strategic pay plan ?

**SECTION – B**

Answer any three of the following questions. Each question carries 6 marks.  \((3 \times 6 = 18)\)

2. State the differences between HR and BPR.
3. What are the advantages of strategic alliance ?
4. Briefly explain the various issues related to double taxation.
5. What is job rotation ? What are its advantages and limitations ?
6. What are the strategies to be adopted to enhance firming performance ?

**SECTION – C**

Answer any three of the following questions. Each question carries 14 marks.  \((3 \times 14 = 42)\)

7. Explain TQM philosophy.
8. Explain in detail the strategic role of HR director.
9. Explain the various non traditional investment approaches.
10. Explain multinational, international and transnational strategies of globalisation.
11. Discuss the pricing of managerial and professional jobs.
(CBCS) (Fresh)
(2016-17 and Onwards)
BUSINESS ADMINISTRATION
5.6 : Elective Paper – II : Strategic Human Resource Management

Time : 3 Hours \hspace{1cm} \text{Max. Marks : 70}

\text{Instruction : Answer should be written in English only.}

SECTION – A

Answer any five sub-questions. Each question carries 2 marks. \hspace{1cm} (5 \times 2 = 10)

1. a) Define HRD.
    b) What is Strategic Planning ?
    c) What is job enrichment ?
    d) Mention any four strategic HR functions.
    e) What is Globalisation ?
    f) What do you mean by flexible work arrangement ?
    g) What is Transnational strategy ?

SECTION – B

Answer any three of the following questions. Each question carries 6 marks. \hspace{1cm} (3 \times 6 = 18)

2. What are the advantages of strategic HRM ?
3. Briefly explain the importance of organisational development.
4. Briefly explain the significance of strategic pay plans.
5. Briefly explain the stages of Internationalisation.
6. Write short notes on :
    a) Retention of technical employees.
    b) Work-life balance.
    c) Compensation and benefits.

P.T.O.
SECTION – C

Answer any three of the following questions. Each question carries 14 marks. (3 x 14 = 42)

7. Explain the HR strategies to increase the firm's performance.

8. Explain TQM philosophy.

9. Explain the nontraditional investment approaches.

10. Explain the compensation trends in India.


SECTION – A

Answer any five out of the following questions. Each question carries 5 marks.

(a) Define HRD
(b) What is Strategic Planning?
(c) What is Job Enrichment?
(d) Mention any two strategic HR functions
(e) What is Globalisation?
(f) What do you mean by flexible work arrangement?
(g) What are Transnational strategies?

SECTION – B

Answer any five out of the following questions. Each question carries 6 marks.

5. What are the objectives of strategic HRM?

6. Briefly explain the importance of organisational development.

7. Briefly explain the significance of strategic business plan.

8. Write a short note on:
   (a) The need for organisational restructuring
   (b) The role of top management
   (c) The importance of feedback and evaluation
   (d) The role of human resource policy
   (e) The role of employee participation
   (f) The role of employee training
   (g) The role of employee feedback

9. Write a short note on:
   (a) The role of human resource management
   (b) The role of human resource planning
   (c) The role of human resource development
   (d) The role of human resource information systems
   (e) The role of human resource accounting
   (f) The role of human resource ethics
   (g) The role of human resource stewardship

10. Write a short note on:
    (a) The role of human resource law
    (b) The role of human resource policy
    (c) The role of human resource budgeting
    (d) The role of human resource evaluation
    (e) The role of human resource communication
    (f) The role of human resource technology
    (g) The role of human resource innovation

11. Write a short note on:
    (a) The role of human resource development
    (b) The role of human resource information
    (c) The role of human resource measurement
    (d) The role of human resource allocation
    (e) The role of human resource monitoring
    (f) The role of human resource evaluation
    (g) The role of human resource feedback

12. Write a short note on:
    (a) The role of human resource strategy
    (b) The role of human resource planning
    (c) The role of human resource development
    (d) The role of human resource information
    (e) The role of human resource measurement
    (f) The role of human resource allocation
    (g) The role of human resource monitoring

13. Write a short note on:
    (a) The role of human resource law
    (b) The role of human resource policy
    (c) The role of human resource budgeting
    (d) The role of human resource evaluation
    (e) The role of human resource communication
    (f) The role of human resource technology
    (g) The role of human resource innovation