

**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**MBA – SEMESTER-IV • EXAMINATION – WINTER 2015**

**Subject Code: 2840302****Date: 03/12/2015****Subject Name: Strategic Human Resource Management****Time: 02.30 PM TO 05.30 PM****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

- Q.1** (a) Discuss the importance of generic strategies in human resource management. **07**  
(b) Differentiate organization's process resources and its cultural resources. **07**
- Q.2** (a) Discuss the employee driven competitive advantage in detail. **07**  
(b) Discuss the factor affecting the organizational macro human resource policy. **07**
- OR**
- (b) Identify the macro and micro parts of human resource services and discuss any five in detail. **07**
- Q.3** (a) "A line manager is one of the most important human resource manager". Explain. **07**  
(b) Discuss the objectives of strategic human resource management. **07**
- OR**
- Q.3** (a) Discuss the various techniques of human resource planning. **07**  
(b) What are the essential skill requirements for an human resource manager to do a successful strategic human resource planning? **07**
- Q.4** (a) What is meaning of strategic recruitment ? Explain recruitment strategy of a company following market driven strategy. **07**  
(b) What is difference between a conventional selection and a strategic selection? Explain. **07**
- OR**
- Q.4** (a) How structured interview increases the validity of interview as a selection device? **07**  
(b) What benefits can an organization get by conducting an employee development programme that raises the general stock of human capital of the company that is not very selective of the learners? **07**
- Q.5** (a) What is meaning of organizational isomorphism? Why only organizational structure shows high degree of isomorphism but not other human resource service? **07**  
(b) While assessing performance of a team why is it necessary to assess team climate? How can such assessment be done? **07**
- OR**
- Q.5** (a) Why is strategic planning of manpower very important when a company is going for acquiring or merging with another company in the same line of business? **07**  
(b) "Company performance required assessment of its performance at many level". Explain. **07**

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