

R07

Code No: MA308

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD

MBA - III Semester Examinations, January 2011

STRATEGIC HUMAN RESOURCES MANAGEMENT

Time: 3hours

Max. Marks: 60

**Answer any five questions
All questions carry equal marks**

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1. a) Define strategic human resource management. What is the need for strategic orientation to HRM?
b) Bring out emerging challenges of Strategic HRM.
2. a) Describe the interaction between strategic planning and human resource planning.
b) What is the importance of job analysis in HR planning?
3. Discuss in detail the various stages of staffing.
4. a) Discuss the advantages of competency based performance management over traditional performance appraisals.
b) What are the different sources of appraisal information?
5. a) Distinguish between individual incentive and team based incentives.
b) What are the basic components of compensation and reward system?
6. a) What are the causes of high employee turn- over? How does it affect the organisation?
b) What are the HR challenges of strategic downsizing?
7. a) Is diversity of culture a welcome feature in international staffing? Justify your answer.
b) What is repatriation? How do you plan for it?
8. a) What is the relevance of team based organization in global HRM?
b) What is TQM? What is its role in organizational effectiveness?
