

CODE NO: R5-312/MBA

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD

MBA-III Semester Regular Examinations February -2010

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 HRM? How do you frame strategic HR policies for better results?
- b) Explain the policies and functions of one of your dream organizations implementing strategic HRM practices.
2. Explain the following with examples.
 - a) Nontraditional investment approaches.
 - b) Suggest the priority of investment for training and development? Why?
- 3.a) Discuss the pros and cons of flexible work hours?
- b) Explain how to institutionalize TQM programs in the organization?
- 4.a) How to establish strategic pay plans for employees?
- b) What are the various issues related to double taxation?
- 5.a) Explain how to manage global human resources?
- b) Why companies prefer off shoring of their tasks? Narrate constraints.
- 6a) How do you find out globally competitive managers?
- b) Explain SHRM practices of any transnational company?
7. Why repatriation? What is the importance and process of Repatriation in organizations?
8. Why Government organizations in India are attracting back the talent from MNC's. Suggest HR strategies by private companies to overcome this problem?
