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P.E.S. College of Engineering, Mandya - 571 401

(An Autonomous Institution affiliated to VTU, Belagavi)

Third Semester, Master of Business Administration (MBA)

Semester End Examination; Dec. - 2019

Strategic Human Resource Management

Time: 3 hrs

Max. Marks: 100

*Note: Answer all **FOUR** full questions from **PART-A** and **PART-B** (Case Study) is compulsory.*

PART - A

- 1 a. Explain the significance and need of SHRM in today's world. 10
 b. Compare and contrast Traditional HR versus strategic HR. 10

OR

- 2 a. Explain the role of HR in Organization Growth. 10
 b. Explain the steps in SHRM. 10
 3 a. What is outsourcing? Explain its limitations. 10
 b. Explain the important aspects of work-life balance. 10

OR

- 4 a. What is skill based pay? Compare it with other systems in organization. 10
 b. Explain ESOP. 10
 5 a. Explain the advantages and disadvantages of profit sharing. 10
 b. Discuss about Cross-Cultural education and training Programs. 10

OR

- 6 a. Explain the needs of cultural training. 10
 b. Discuss the various stages of Learning Programs. 10
 7 a. What is Succession planning? Explain its advantages. 10
 b. Explain needs for performance management. 10

OR

- 8 a. Explain in detail 360 degree feedback system. 10
 b. Explain the Risk associated with pay for performance. 10

PART - B (Case study - Compulsory)

9. Sanjay Nagpal is a new recruit from a reputed management Institute, recruited as a sales trainee in a sales office of a large computer hardware firm located in Chennai. Raghvan is the zone sales manager responsible for combining the work of sales officer. Field executive and trainee salesman numbering over 50 of three areas namely Chennai, Bangalore and Trivandrum.

The Sales growth of the products in his area was highly satisfactory owing to the developmental initiatives taken by respective state governments in spreading computer education.

Raghvan had collected several sales reports, catalogues and pamphleta detailing the types of office equipment sold by the company for Sanjay's reference.

After short chat with Sanjay, Raghavan assisted him to his assigned desk and provided him with the material collected. There after Raghavan excused himself and did not return. Meanwhile, Sanjay scanned through the material given to him till 5.00pm before leaving office.

Questions:

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| i) What do you think about Raghavan's Training Programme? | 5 |
| ii) What type of sale training programme would you suggest? | 5 |
| iii) What method of training would have been best under the circumstances? | 10 |

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