

**SVKM's NMIMS**  
**School of Distance Learning**

Programme: PGDHRM

Academic year: 2012 – 2013  
Subject: Strategic HRM

Semester: IV  
Course New  
Marks 70

Date: 08.01.2013

Time: 3.00 p.m. to 6.00 p.m.

**Instructions:** Candidates should read carefully the instructions printed on the question paper and on the cover of the Answer Book, which is provided for their use.

**NB:**

1. Answer to each new question to be started on a fresh page.
2. Figures in brackets indicate full marks

**Q1) Attempt any 2 out of 3**

**Marks : 10**

- a) Elaborate on 'Management by Objectives'
- b) What are the objectives of Human Resource Planning ?
- c) Explain 'Make Versus Buy' strategy in forecasting human resource supply.

**Q2) Write short notes on : (any 2 out of 5)**

**Marks : 10**

- a) Competency mapping
- b) Reasons for making HR a strategic partner
- c) Recruitment metrics
- d) E-recruitment
- e) Employee Stock Option Plan.

**Q3) Attempt any 3 out of 5**

**Marks : 30**

- a) What is strategic compensation ? Elaborate on the significance of compensation strategy.
- b) Explain the significance of career management. Briefly describe the career planning process.
- c) Suggest strategies to manage cultural differences during a merger. What is the role of HR in a merger and acquisition ?
- d) Narrate reasons for downsizing. Elaborate on the strategic role of HR in downsizing.
- e) What are the strategic issues in selection of candidates ? 'Recruitment is all about the right person for the right job' – Comment.

