

SVKM's NMIMS
NMIMS – GLOBAL ACCESS SCHOOL FOR CONTINUING EDUCATION

Programme: PGDHRM

Examination: June 2015
Subject: Strategic HRM

Date: 21.06.2015

Semester: IV
Course : New
Marks : 70
Time: 3.00 p.m. to 6.00 p.m.

Instructions:

1. Answer to each new question to be started on a fresh page.
 2. Figures in bracket indicate full marks.
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Q.1) Attempt any 2 out of 4 (Marks: 2x5=10)

- a) Why should HR be made a Strategic Partner?
- b) State the difference between Traditional HRM and SHRM
- c) State the importance of career management
- d) What are the expectations from the HR as Strategic partner?

Q.2) Write Short Notes on 2 out of 5 (Marks: 2x5=10)

- a) Recruitment metrics
- b) E-recruitment
- c) Make strategy
- d) Pro-active industrial relations
- e) Quality circle

Q.3) Attempt any 3 out of 5 (Marks: 3x10=30)

- a) State the three stage transition from HRM to SHRM
- b) Which are the areas affected by downsizing

- c) Objectives of industrial relations
- d) Explain in brief the phases of change process
- e) What is empowerment? Explain the concept with suitable example.

Q.4) Attempt both the questions (Marks: 2x10=20)

- a) Explain the process of three stage model of mergers and acquisition using a live industry example
 - b) If you were the HR of any organisation what are the innovative retention strategies that you would implement in your organisation?
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