

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

Programme: PGDHRM

Examination: December 2015
Subject: Strategic HRM

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

Date: 17.12.2015

Instructions:

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

Q.1) Attempt any 2 out of 4

(Marks: 2X5=10)

- a) What do you mean by Strategic Management? Explain the steps involved in strategic management process.
- b) State the steps in change management
- c) Explain the Porras Robertson Model
- d) Explain the various steps in developing compensation strategy

Q.2) Write short notes on (2 out of 5)

(Marks: 2X5=10)

- a) State elements of Successful Strategic Manpower Planning
- b) Reasons for failure of Mergers and Acquisition
- c) Advantages of career planning
- d) Four step plan to succession planning
- e) Limitations of succession planning

Q.3) Attempt any 3 out of 5

(Marks: 3X10=30)

- a) Explain the three tenets of Milkovich w.r.t compensation.
- b) Reasons for success of Mergers and Acquisition
- c) Explain in brief the four stages of manpower planning.
- d) State some key strategies for retention of employees
- e) Evaluate the importance of Kurt Lewin Model for organisational change.

Q.4) Attempt both the questions

(Marks: 2X10=20)

- a) As a successful HR mention the six strategically important policies for compensation you need to keep in mind.
- b) What is career planning? State the importance of career planning. Write a note on career Planning in India