

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

Programme: PGDHRM

Examination: June 2016

Subject: Strategic HRM

Date: 16.06.2016

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.
-

Q.1) Attempt any 2 out of 4

(Marks: 2X5=10)

- a) Define an HR manager's role during a merger and acquisition.
- b) Why do organizations invest in HR outsourcing?
- c) State the objectives and reasons for downsizing.
- d) Elaborate on the costs and benefits of retention.

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

(Marks: 2X5=10)

- a) Measures for calculating recruitment cost metrics.
- b) Benefits of effective training.
- c) Process of Strategic Management.
- d) Need for Performance Management.
- e) HRP Planning Activities.

Q.3) Attempt any 3 out of 5

(Marks: 3X10=30)

- a) To close the gap between the "strategic-HR haves" and "have-nots," practitioners need a thoughtful but practical approach to accomplish the HR Strategy Framework. Discuss the objectives and logic in formulating an HR strategy.
- b) With relevant examples highlight the changing dimensions of industrial relations in India.
- c) How can one overcome the strategic issues in compensation? Elaborate on the components and significance of compensation strategy.
- d) Why do organizations opt for mergers and acquisitions? What should one ensure for successful M&A?
- e) What are the 5 phases of managerial work which have been suggested in carrying out any change management initiative in an organization?

Q.4) Attempt both the questions

(Marks: 2X10=20)

a) What are the elements of an effective succession plan? Enlist the advantages and disadvantages of succession planning.

b) Career anchor is a syndrome of talents, motives and values which gives stability and direction to a person's career. Describe the various career anchors and share which career anchor is most important to you and why.
