

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

Programme: PGDHRM

Examination: December 2016

Subject: Strategic HRM

Date: 15.12.2016

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) Differentiate between SHRM and Traditional HRM.
- b) Explain the Performance Management Cycle.
- c) The core of learning organization work is based upon five "learning disciplines". Explain them.
- d) What are the elements of an Effective Succession Plan.

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

(Marks: 2X5=10)

- a) Objectives of Career Development
- b) Main features of PMS
- c) Objectives of Human Resource Planning
- d) People as Strategic Assets
- e) Developing a Compensation Strategy

Q.3) Attempt any 3 out of 5

(Marks: 3X10=30)

- a) List down the key practices of Effective Performance Management
- b) Explain the 3 stage model of M&A
- c) What is an Assessment Centre
- d) Explain the Strategic Issues in Labor Management
- e) Downsizing affects the entire organization. Elaborate the areas that are most affected by downsizing.

Q.4) Attempt both the questions

(Marks: 2X10=20)

- a) How would you recommend HR to be made a strategic partner in an organization? Validate your viewpoint with adequate reasoning.
- b) The decision to outsource recruitment is a decision of most of the growing organizations. As a HR Head of an organization, what factors would you consider before deciding whether you should opt for outsourcing recruitments?
