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Question Paper Code : BS2137

M.B.A. DEGREE EXAMINATION, AUGUST/SEPTEMBER 2017.

Third Semester

Human Resource Management

DBA 7022 — STRATEGIC HRM AND DEVELOPMENT

(Regulations 2013)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. Define Strategic Human Resource Management.
2. What is the role of HRD professionals within the organization?
3. What is E-Selection and E-Recruitment?
4. What is the Abbreviation of HRIS? Define it.
5. Distinguish between domestic HRM and international HRM.
6. What does cultural assessment mean?
7. What is Career Planning?
8. What do you mean by competency-based compensation?
9. What is the role of HR in coaching?
10. What are the stages in Counselling process?

PART B — (5 × 13 = 65 marks)

11. (a) Explain the framework of Strategic HR Management Process.

Or

- (b) In what ways does the HRD function relate to the organization's strategy? Give contextual examples.

12. (a) Explain the development and implementation of an HRIS?

Or

(b) What is the importance of training and why is training evaluated? How is training evaluated?

13. (a) What does 'Outsourcing' mean? What are the implications and advantages of outsourcing under globalization conditions?

Or

(b) What are the factors affecting International human resource management? Discuss each one of them.

14. (a) Explain any four models of career development with suitable examples.

Or

(b) Explain the concept of competency and how competency is related to compensation and promotion.

15. (a) What are the skills required for effective coaching and how do you bring about coaching effectiveness?

Or

(b) How to promote emotional intelligence in the work place?

PART C — (1 × 15 = 15 marks)

16. (a) What is management's role in safety and health? Describe the various issues involved.

Or

(b) Discuss the relevance and effectiveness of various leadership models in present context.

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Question Paper Code : JK4127

M.B.A. DEGREE EXAMINATION, FEBRUARY/MARCH 2017.

(From Academic Year – 2015 – New Question Paper Pattern)

Third Semester

Human Resource Management

DBA 7022 — STRATEGIC HRM AND DEVELOPMENT

(Regulations 2013)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. Distinguish between Vision and Mission.
2. What is HR Audit?
3. What do you mean by e - selection and recruitment?
4. What is Virtual Learning?
5. List out strategic HR Issues in International Assignments.
6. State the current challenges in outsourcing.
7. What is career enrichment?
8. What is meant by career management?
9. Mention any few sources of stress.
10. List out the skills required for effective coaching.

PART B — (5 × 13 = 65 marks)

11. (a) Explain the steps involved/process of strategic frame work for HRD.

Or

- (b) Discuss the recent trends in HRD.

12. (a) Explain the factors to be considered in developing and implementing HRIS.

Or

- (b) Elucidate e-performance management and compensation design.

13. (a) Distinguish between Domestic Vs International HRM.

Or

- (b) Discuss about Cross cultural education and Training programs.

14. (a) Explain competency Mapping Model with an example.

Or

- (b) Describe the stages of Career and also explain career motivation.

15. (a) Briefly discuss the roles played by HR in coaching and counseling.

Or

- (b) Explain the various stress management techniques.

PART C — (1 × 15 = 15 marks)

16. (a) Case :

Sanjay Nagpal is a new recruit from a reputed management institute, recruited as a sales trainee in a sales office of a large computer hardware firm located in Chennai.

Raghvan is the zone sales manager responsible for overseeing the work of sales officer, field executives and trainee salesmen numbering over 50 of three areas namely Chennai, Bangalore, and Trivandrum.

The sales growth of the products in his area was highly satisfactory owing to the developmental initiatives taken by respective State Governments in spreading computer education.

Raghvan had collected several sales reports, catalogues and pamphlets detailing the types of office equipment sold by the company for Sanjay's reference.

After short chat with Sanjay, Raghvan assisted him to his assigned desk and provided him with the material collected. Thereafter Raghvan excused himself and did not return. Meanwhile, Sanjay scanned through the material given to him till 5:00 pm before leaving office.

Questions:

- (i) What do you think about Raghvan's training programme?
- (ii) What type of sales Training programme would you suggest?
- (iii) What method of training would have been best under the circumstances?

Or

(b) Case :

Rajat Sharma has been employed for six months in the accounts section of a large manufacturing company in Faridabad. A formal investigation to monitor and determine the contributions of each employee in the accounts section and check whether they meet standards.

After the investigation it was found that all employees in the accounts section were meeting the targets that were set. Rajat, an employee in the account section was an exception to the performance displayed by his colleagues. Along with numerous errors, Rajat's work is characterized by Low performance; often he does 20 percent less than the other clerks in the department.

Questions:

- (i) As Rajat's supervisor can you find out whether the poor performance is due to poor training or to some other cause?
 - (ii) If you find Rajat has been inadequately trained, how do you go about introducing a remedial training programme?
 - (iii) If he has been with the company six months, what kind of remedial programme would be best?
 - (iv) Should you supervise him more closely? Can you do this without making it obvious to him and his co-workers?
 - (v) Should you discuss the situation with Rajat?
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Question Paper Code : KJ1137

M.B.A. DEGREE EXAMINATION, FEBRUARY/MARCH 2017

Third Semester

Human Resource Management

DBA 7022 — STRATEGIC HRM AND DEVELOPMENT

(Regulations 2013)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. How the need assessment is done in HRD?
2. Mention the measures of HRD performance
3. What is virtual HRD?
4. Explain HRIS.
5. Differentiate domestic and international HRM.
6. What are the important issues in building multi-cultural organisations?
7. State few career development models.
8. Mention the important factors while designing the career development systems?
9. Explain the role of HR in coaching.
10. What is EI? Explain.

PART B — (5 × 16 = 80 marks)

11. (a) Explain the roles of HRD professionals.

Or

- (b) Explain the HRD program implementation and evaluation with a suitable example.

12. (a) Explain the role of virtual learning and orientation in today's HRD function.

Or

- (b) What are the issues involved in developing and implementation of HRIS? Discuss.

13. (a) Are there any differences between domestic and international HRM? How and why? Discuss in detail.

Or

- (b) Explain and discuss the issues involved in building a multi-cultural organisation.

14. (a) Explain the issues involved in designing effective career development models.

Or

- (b) Discuss in detail the competency mapping models.

15. (a) Explain the link between coaching and performance. Discuss the skills for effective coaching.

Or

- (b) Explain about stress and the techniques of stress management.

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Question Paper Code : S1137

M.B.A. DEGREE EXAMINATION, FEBRUARY/MARCH 2016.

Third Semester

Human Resource Management

DBA 7022 — STRATEGIC HRM AND DEVELOPMENT

(Regulations 2013)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. List out any two differences between HRD and HRM.
2. What is HR Audit?
3. What is virtual learning?
4. What is e-Employee profile?
5. What is cultural dynamics?
6. What is multicultural organisation?
7. What is Career Enrichment?
8. What is Career Management?
9. What is Coaching?
10. What is Emotional Intelligence?

PART B — (5 × 16 = 80 marks)

11. (a) Explain the Strategic Framework for HRD.

Or

- (b) Explain the HRD Program Implementation and Evolution. What are the recent trends in HRD?

12. (a) What is e-HRM and explain its importance in e-performance management and compensation design?

Or

- (b) What is HRIS? Explain the process involved in the development and implementation of HRIS.

13. (a) What is Cross cultural HRM? Differentiate the domestic and international HR practices.

Or

- (b) What is outsourcing? Discuss the current challenges in outsourcing.

14. (a) Describe the Career Development Models. How to design Effective Career Development Systems?

Or

- (b) Describe the various Competency Mapping Models. How do they help in designing Compensation System?

15. (a) Explain the need for counselling. What are the components of counseling programs? How can we ensure effectiveness of counselling?

Or

- (b) What is work stress? Explain the various Stress Management Technique and Practices.
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Question Paper Code : 80137

M.B.A. DEGREE EXAMINATION, AUGUST 2015.

Third Semester

Human Resource Management

DBA 7022 — STRATEGIC HRM AND DEVELOPMENT

(Regulations 2013)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. What is the role of HRD professionals in India?
2. What is HR audit?
3. What is e-selection?
4. What is HRIS?
5. What factors are considered for cultural assessment?
6. Mention a few challenges in outsourcing.
7. What is career enrichment?
8. What is career plateau?
9. What are the components of counselling programmes?
10. What is emotional intelligence?

PART B — (5 × 16 = 80 marks)

11. (a) Explain the strategic framework for HRD.

Or

- (b) How is HRD performance measured? Explain with examples.

12. (a) What are the applications of e-HRM in organizations? Explain.

Or

(b) Explain the factors to be considered while developing and implementing HRIS in an organization.

13. (a) Differentiate domestic and international HRM practices.

Or

(b) Explain the different strategies for building a multicultural organisation.

14. (a) Explain how an effective career management system can be designed.

Or

(b) Explain the models of competency mapping with suitable example.

15. (a) Explain in detail the skills required for effective coaching.

Or

(b) Explain the sources and consequences of work stress.

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Question Paper Code : 22139

M.B.A. DEGREE EXAMINATION, FEBRUARY/MARCH 2015.

Third Semester

Human Resource Management

DBA 7022 — STRATEGIC HRM AND DEVELOPMENT

(Regulation 2013)

Maximum : 100 marks

Time : Three hours

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. Differentiate vision and mission.
2. Define bench marking.
3. What is e-selection and recruitment?
4. Define HRIS.
5. What is e-selection?
6. Define cultural dynamics.
7. State different stages of career.
8. Differentiate coaching with mentoring.
9. State the sources of stress.
10. What are career plateaus?

PART B — (5 × 16 = 80 marks)

11. (a) Explain human resource development needs assessment.

Or

- (b) Discuss about various human resource development practices in an IT industry.

12. (a) Elucidate e-performance management and compensation design with example.

Or

- (b) Briefly discuss about designing human resource portals.

13. (a) Distinguish domestic vs. international human resource management with examples

Or

- (b) Discuss about leadership and strategic human resource issues in international assignment.

14. (a) Explain career planning process.

Or

- (b) Discuss about career development models.

15. (a) Elucidate stress management technique with examples.

Or

- (b) Discuss about the skills for effective coaching and coaching effectiveness.