

(01/13-II)

**2433**

**M.B.A. EXAMINATION**

(Third Semester)

(Dec. 2011 Fresh)

**HUMAN RESOURCE DEVELOPMENT  
STRATEGIES AND SYSTEM**

H-303

*Time : Three Hours*

*Maximum Marks : 70*

**Note :** Attempt *Five* questions in all. Q. No. 1 is compulsory. All questions carry equal marks.

1. Answer all the following seven short answer type questions :
  - (i) Concept of SHRM
  - (ii) Differentiate strategic HR and Traditional HR
  - (iii) Inimistable HR Practices

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- (iv) Differentiate downsizing and lay-off
  - (v) Domestic labour market
  - (vi) Employee Development
  - (vii) Potential Appraisal.  $7 \times 2 = 14$
2. What is the need of strategic HRM ? Discuss the light of investment perspective of SHRM. 14
3. Discuss in detail the barriers to strategic HR. 14
4. How organisational outcomes can be achieved by applying strategic HRM practices ? 14
5. Write a detailed note on Business Strategy and Human Resource Planning. 14
6. What do you mean by Reward ? What type of reward may be implemented for a sound HRD system ? 14
7. Write a detailed note on domestic and international labour market. 14

8. Write short notes on any *two* of the following :
- (i) HR Strategic Role
  - (ii) Sustained Competitive Advantage
  - (iii) Performance Management System.
  - (iv) Termination Strategies.  $7 \times 2 = 14$