



	WINTER-2023		
	Exam Seat No.:		
	Academic Year:2023-2024	Semester:III	
	Name of Programme:MBA	Pattern:2022	
	Name of Course:Strategic HRM	Course Code:MBA22 3 3 07	
	Max. Marks:60	Duration:2hr 30 mins	

	<p>Instructions: Candidates should read carefully the instructions printed on the Question Paper and on the cover page of the Answer Book, which is provided for their use.</p> <ol style="list-style-type: none">1. This question paper contains _____page(s).2. Answer to each new question is to be started on a new page.3. Assume suitable data wherever required, but justify it.4. Draw the neat labelled diagrams, wherever necessary.5. The last columns indicates the Course Outcome and level of Blooms Taxonomy of the Question/sub-question.6. Question 1 and 2 are compulsory.Solve (a)or(b) and (c)or(d) from question 3,4 and 5	
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Question No. 1 Attempt following Question

- 1a) Describe PESTEL Framework (6) CO1

Question No. 2 Attempt following Question

- 2a) Explain Strategic functions of HRM (6) CO2

Question No. 3 Attempt following Question

- 3a) Show how competencies differ from skills and knowledge (8) CO3

OR

- 3b) Predict you are a consultant hired by a mid-sized company aiming to improve its overall performance. The leadership team is struggling to define clear desired outcomes for the organization. As a consultant, outline a step-by-step process you would follow to help them establish and articulate their desired outcomes effectively. Provide examples or case studies to support your recommendations. (8) CO3

- 3c) Determine Competencies and its types (8) CO3

OR

- 3d) Illustrate how integrated HR practices through competency development work? (8) CO3

Question No. 4 Attempt following Question

- 4a) Classify the Strategies for improving Organizational Effectiveness (8) CO4

OR

- 4b) Illustrate Mergers and different forms of Mergers (8) CO4

- 4c) Categorize strategies to promote a learning organization (8) CO4

OR

- 4d) Analyze the ways in which quality is integrated into strategic planning and execution (8) CO4

Question No. 5 Attempt following Question

- 5a) Derive the importance of managing employee relation (8) CO5

OR

- 5b) Integrate the factors that contribute to the Quality of Work Life. (8) CO5

- 5c) Explain various aspects to consider regarding Termination (8) CO5

OR

- 5d) How to build flexible work arrangement and its type (8) CO5