



K. K. Wagh Institute of Engineering Education & Research, Nashik
(An Autonomous Institute From A.Y. 2022-23)

SUMMER-2024	
Exam Seat No.:	
Academic Year:2023-2024	Semester:III
Class:-SY	Program:MBA
Branch Code:M.B.A.	Pattern:2022
Name of Course:Strategic HRM	Course Code:MBA223307
Max. Marks:60	Duration:2.30 Hrs.

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.

1. This question paper contains 2 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.

Question No. 1 Attempt following Question

- 1a) Define Strategic positioning and its key aspects. (6) CO1

Question No. 2 Attempt following Question

- 2a) Explain Strategic Functions of HRM. (6) CO2

Question No. 3 Attempt following Question

- 3a) Define Competencies and types of competencies. (8) CO3

OR

- 3b) Difference between skill, knowledge and competency (8) CO3

- 3c) What are the steps involved in Developing a skill matrix. (8) CO3

OR

- 3d) Write the key outcomes for employees in the context of their employment. (8) CO3

Question No. 4 Attempt following Question

- 4a) Write some strategies that can help to enhance organizational effectiveness (8) CO4

OR

- 4b) Define "Cross-border" and its activities. (8) CO4

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

OR

- 4d) Define Mergers and types of it. (8) CO4

Question No. 5 Attempt following Question

- 5a) What role does governmental legislation play in shaping paternal leave policies? (8) CO5

OR

- 5b) What role does organizational entry play in shaping an employee's initial perceptions, attitudes, and commitment to the company?" (8) CO5

- 5c) "What are flexible work arrangements, and how do they benefit both employees and employers?" (8) CO5

OR

- 5d) "How does downsizing impact the overall culture and productivity of an organization?" (8) CO5

XXXXXXXXXXXXXXXXXXXXXXXXXXXX