

R07

Code No: MA308

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD

MBA – III Semester Examinations, February -2012

STRATEGIC HUMAN RESOURCE MANAGEMENT

Time: 3hours

Max. Marks: 60

**Answer any five questions
All questions carry equal marks**

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1. What has been Indian approach to strategic HRM? Does it differ significantly from Western approach to strategic HRM? What are the differences?
- 2.a) Outline the macro and micro perspective in human resource planning.
b) What is diversity training? What is its importance?
- 3.a) What are the new approaches to executive selection?
b) What is the importance of evaluating training and development programmes? How is it done?
- 4.a) What are the objectives of performance management system?
b) What are the factors affecting acceptability of 360 degree appraisal?
5. What is the role of incentive in compensation plan? Distinguish among individual, team-based and organizational incentive schemes.
- 6.a) What is lay-off? What are the issues in managing layoff?
b) What are the causes of employee separation in general?
- 7.a) Explain ethnocentric, polycentric and geocentric approaches in staffing.
b) What are the major components of expatriate compensation?
- 8.a) What are the advantages and disadvantages of flexible work arrangements?
b) Underline the importance of TQM in HRM.
