Seat No.: _____   Enrolment No._____

GUJARAT TECHNOLOGICAL UNIVERSITY
M.B.A. Sem - IV Examination May 2011
Subject code: 840303
Subject Name: Strategic Human Resource Management

Date:24/05/2011   Time: 02.30 pm – 05.30 pm
                                               Total Marks: 70

Instructions:
1. **Attempt all questions.**
2. **Make suitable assumptions wherever necessary.**
3. **Figures to the right indicate full marks.**

Q.1 **(a)** How do technological forces and social forces affect the successful implementation of strategic planning for business unit? **07**

(b) Briefly explain the process of formulation of market driven strategy. **07**

Q.2 **(a)** Prepare a note on techniques of strategic human resource planning. **07**

(b) How do you evaluate human resource as a source of competitive advantage to the organization? **07**

OR

(b) What are the micro dimensions of human resource system? **07**

Q.3 **(a)** Explain the external sources of strategic recruitment. **07**

(b) Elucidate advantages of external employees' market. **07**

OR

Q.3 **(a)** Critically evaluate any three selection instruments. **07**

(b) What are the tools to be used by an employer to develop his managers? **07**

Q.4 **(a)** What is meant by organizational isomorphism? Why does HR Service not show high degree of isomorphism? **07**

(b) What is the relation between structure and culture of an organization? How can culture be the source of competitive advantage of an organization? **07**

OR

Q.4 **(a)** "Despite many advantages, 360 degree appraisal method is still not very popular in most Indian business organizations."- Discuss. **07**

(b) Compare the virtues and vices of seniority and performance-based compensation policies. **07**

Q.5 **(a)** "Trade union could be source of new strategy."- Comment. **07**

(b) Discuss the reasons for workers to join trade union. **07**

OR

Q.5 **(a)** State the reasons for companies to resort to outsourcing. **07**

(b) "Many times merger and acquisition are more like fish jumping from a frying pan into fire."-Explain. **07**

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