

Total No. of Questions - 10]  
(2022)

[Total Pages : 3

**9188**

**M.B.A. Examination**

**STRATEGIC HUMAN RESOURCE DEVELOPMENT**

Paper : HRM-05

(Semester-IV)

Time : Three Hours]

[Maximum Marks : 60

*The candidates shall limit their answers precisely within the answer-book (40 pages) issued to them and no supplementary/continuation sheet will be issued.*

**Note :** Attempt *five* questions in all, selecting *one* question from each unit. All questions carry equal marks.

**UNIT-I**

1. Explain the significance and need of SHRM in today's world. Discuss about the strategic contribution of emerging areas in HRM.
2. Distinguish between Indian perspective of SHRM and western view of SHRM. How emergence and evolution of SHRM plays significant role in the performance of an organisation. Illustrate with a suitable example ? 12

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## **UNIT-II**

- 3.** Explain the framework of strategic HR management process. In what ways does the HRD function relate to the organisations strategy ? Give contextual examples.
- 4.** Explain the role of virtual learning and orientation in today's HRD function and also state how HRD matrix and scorecard act as an strategic tool for gaining competitive advantages?

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## **UNIT-III**

- 5.** Explain career planning perspective. How Individual centered career planning differ from organisation centered career planning. State the role of career planning in competency mapping and career management.
- 6.** Define the term competency and how it is related to compensation and promotion. State the various approaches of strategic knowledge management for managing career plateau.

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## **UNIT-IV**

- 7.** How coaching is differ from mentoring. What are the skills required for effective coaching. How a well organised coaching practices create an HRD culture with in the organisation.

8. Explain the need for counselling. What are the components of counselling program ? How can we ensure effectiveness of counselling program ? Illustrate with an suitable examples.

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### **UNIT-V**

9. State the role of Business strategy in HRD practices. Discuss about various HRD practices prevailing in Indian IT companies and how these practices deals with diversity and inclusion with in the organisation.
10. Define HRD Audit. State the need and significance of HRD Audit in an organisation. Explain the various ways which make HRD Audit more effective in present scenerio. 12
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