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Reg. No.

Question Paper Code

21292

M.B.A - DEGREE EXAMINATIONS, NOV/DEC 2022

Third semester

Master of Business Administration

20MBHR301 - STRATEGIC HUMAN RESOURCE MANAGEMENT

(Regulations 2020)

Duration: 3 Hours

Max. Marks: 100

PART - A (10 × 2 = 20 Marks)

Answer ALL Questions

- | | <i>Marks,
K-Level,CO</i> |
|---|------------------------------|
| 1. Define Strategic Human Resource Management. | 2,K1,CO1 |
| 2. Illustrate the roadblocks to strategic human resource management. | 2,K1,CO1 |
| 3. List the scope of HRD. | 2,K1,CO2 |
| 4. Make a balance score card application. | 2,K1,CO2 |
| 5. Distinguish between IHRM and domestic HRM. | 2,K1,CO3 |
| 6. Recall ethnocentric approach. | 2,K1,CO3 |
| 7. Differentiate between career anchors and career plateaus. | 2,K1,CO4 |
| 8. List the advantages of competency mapping. | 2,K1,CO4 |
| 9. State the significance of mentoring in human resource management. | 2,K1,CO5 |
| 10. Infer the role of employee counseling in human resource management. | 2,K1,CO5 |

PART - B (5 × 13 = 65 Marks)

Answer ALL Questions

11. a) Explain the Strategic HRM models and the barriers to effective SHRM implementation. 13,K2,CO1
- OR**
- b) Explain the different steps in the strategic management process. 13,K2,CO1
12. a) Explain the current trends' HRD manager's functions and responsibilities in detail. 13,K2,CO2
- OR**
- b) Explain the ways in which the balance score card can be used in human resources. 13,K2,CO2
13. a) Interpret "expat failure". Discuss the factors to be considered when choosing an expat. 13,K2,CO3

OR

K1 – Remember; K2 – Understand; K3 – Apply; K4 – Analyze; K5 – Evaluate; K6 – Create

21292

- b) Discuss the various strategies used by a multinational corporation to handle international compensation. Also describe the elements of effective pre-departure training. *13,K2,CO3*
14. a) Discuss the importance of career Management in an organization. Explain the drawbacks and common problems encountered by HR in resolving employee career management issues. *13,K2,CO4*
- OR**
- b) Competency-based hiring ensures the best fit talent in any economy. Discover the challenges and benefits of competency mapping in retaining the best talented employees in an organization. *13,K2,CO4*
15. a) Discuss How a mentoring-friendly culture be fostered. Explain the concept using 360-degree mentoring. *13,K2,CO5*
- OR**
- b) Workplace counselling: A proactive human resource initiative- Discuss in depth. *13,K2,CO5*

PART - C (1 × 15 = 15 Marks)
(Compulsory)

16. a) Hi-Tech Electronics Limited was established in 2006 in Kulalampur, Malaysia. It produces and markets all types of electronics goods in most of the Asian and Pacific countries. It has been one among the top five companies as for the level of technology and one among the top three Companies regarding marketing of the products in Malaysia. The company's policy and practices concerning human resource management are top in the country. The company's salary administration policies and practices were taken as guidelines not only by the other companies but Also by various wage boards and pay commissions in the country. But this company has been struggling a lot because of a minor problem relating to administration of salary and benefits. The problem is stated hereunder. *15,K3,CO6*

The company employed nearly 400 national young graduate and post graduate engineers and 20 expatriate engineers. This employees form the cream of the company's present human resource. The expatriate employees occupied higher position in all the departments including Human Resource Department. The company's salary policy and benefit policy were formulated mainly on the basis of the expatriate employee's desire. The base salary of the company is the same for both the expatriate and national employees. But expatriate receive additional allowances like international market allowance, educational allowance, settling-in allowance, car allowance, housing allowance and entertainment allowance. Thus, expatriate receives nearly 250% more salary than the nationals doing the same job.

The national employees demanded the management to pay equally with that of expatriates immediately. According to them, the pocket frustrates them severely.

Questions:

- (a) What is the crucial issue in this case?
- (b) If you were the HR manager of the company, whom do you satisfy?
- (c) Explain career cycle for expatriates and the factors that contribute for expatriate's success.
- d) What are the factors contributing to Expatriate's Non-achievement?