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V Semester B.B.A. Degree Examination, March - 2021

BUSINESS ADMINISTRATION

Strategic Human Resource Management

(CBCS Semester Scheme Fresh 2018 Batch Only)

Paper : HR 5.6 (Elective - II)

Time : 3 Hours

Maximum Marks : 70

Instructions to Candidates:

Answers Should be written in **English** only.

SECTION - A

Answer any **five** sub-questions. Each sub-question carries **2** marks.

(5×2=10)

1. a) What is strategic HRM?
- b) Mention any four forms of investment in HR.
- c) Give the meaning of Job shadowing.
- d) What do you mean by organisation change?
- e) Bring out the meaning of TQM.
- f) Define Global HRM.
- g) State the meaning of employee retention.

SECTION - B

Answer any **Three** of the following questions. Each question carries **6** marks. **(3×6=18)**

2. Briefly explain the need for HRM policies.
3. Bring out the importance of training.
4. Describe briefly the characteristics of organisation Development.
5. Discuss in brief the process of MBO.
6. What are the complexities involved in international compensation system.

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SECTION - C

Answer any **Three** of the following questions. Each question carries **14** marks. $(3 \times 14 = 42)$

7. Explain the important techniques of Management development.
 8. Discuss the characteristics and limitations of Business process Re-engineering.
 9. Bring out the need for career planning and explain the stages in career development.
 10. Briefly explain the various components of International compensation package.
 11. Give the meaning of performance appraisal. Discuss in detail the system of performance Appraisal in MNCs.
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