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Z 4536

M.B.A. DEGREE EXAMINATION, MAY/JUNE 2008.

Elective

BA 1738 — STRATEGIC HUMAN RESOURCE MANAGEMENT AND
DEVELOPMENT

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. What is a vision statement?
2. Define the term 'bench marking'.
3. What is virtual learning?
4. Explain HR portals.
5. Define the term leader.
6. What is outsourcing?
7. Define the term competency.
8. Identify the various career stages.
9. What is work stress?
10. What is the need for counselling?

PART B — (5 × 16 = 80 marks)

11. (a) In what ways did its HR policies and practices contribute to the firms strategic management process? Give your answer by referring your known organisation.

Or

- (b) Explain the framework for HRM. What are the functions and objectives of HRM?

12. (a) Discuss the features and characteristics of HRIS. Give example of HRIS in any organisation.

Or

- (b) Differentiate between traditional training and E-training. How is e-selection organised?

13. (a) Discuss the challenges, benefits and limitations in international assignments.

Or

- (b) Explain the functioning of multicultural organisations. Give examples.

14. (a) What are the important parts of career planning? Why is career planning important to any organisation?

Or

- (b) Discuss the features and applications of any two competency mapping models.

15. (a) What is the need for coaching? Discuss the important skills needed for coaching.

Or

- (b) Why are employee health care programs necessary? Explain any two types of health-care programs.
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