

Roll No. ....

Total Pages : 02

**MMS/M-20**

**13063**

**STRATEGIC HUMAN RESOURCE  
MANAGEMENT  
HRM-402**

Time : Three Hours]

[Maximum Marks : 70

**Note :** Q. No. 1 is compulsory and attempt any *five* other questions.

1. Write short notes on any *five* of the following :
  - (a) Aims of SHRM
  - (b) Conceptual Framework of SHRM
  - (c) Need to align HR strategy with overall corporate strategy.
  - (d) Differentiate between HRM and strategic HRM.
  - (e) Competencies of HR Professional in a SHRM scenario.
  - (f) Reward Strategy as a part of HRM strategy. **5×4=20**
2. Explain with examples various SHRM approaches that can be of use to design SHRM for an organization. **10**
3. Define various models that can be used as a part of SHRM. Explain the significance of each Model and how these models vary with respect to their applicability. **10**

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4. Explain the nature of HRM strategy and discuss the steps involved in its development and implementation. Give examples in support. **10**
5. (a) What are the components of Organisation Development Strategy ? Discuss. **5**  
 (b) How Human Capital Management Strategy is made ? Discuss. **5**
6. Write notes on the following :  
 (a) Employee Engagement Strategy **5**  
 (b) Talent Management Strategy. **5**
7. What do you understand by Strategic International HRM ? What International HRM strategies are made as a part of it ? Discuss. **10**
8. What approaches can be used to evaluate and measure the impact of strategic HRM on the organization ? Discuss them with examples. **10**
9. Write briefly on the following :  
 (a) Corporate Ethics, Values and SHRM **5**  
 (b) Organizational Performance Strategy as a part of HRM strategy. **5**