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Subodh Management Institute

MBA III Semester

M-331

**Strategic Human
Resource Management**

Sample Questions

Part A: Short answer question (up to 25 words)

Part B: Analytical/ problem Solving questions

**Part C: Descriptive/ Analytical/ Problem Solving/
Case questions.**

PART A

UNIT 1

- Q1. Define Strategic Human Resource Management?
- Q2. What are the barriers to strategic HRM?
- Q3. Define Vision, Mission & Core Values?
- Q4. What are objectives & business goals?
- Q6. What are the current challenges for SHRM?
- Q7. What are the frame work HRM competencies?
- Q8. Why strategic assessment is needed?
- Q9. What is strategic capability?
- Q10. What do you Understand by HRM architecture

UNIT 2

- Q11. What is E-Selection and E-Recruitment?
- Q12. What is E-training and development?
- Q13. What is E-Performance management?
- Q14. Define virtual learning?
- Q15. How do you understand E-Employee Profile?
- Q16. Write Short Note on employee privacy?
- Q17. What is employee survey?
- Q18. What is E-HRM?
- Q19. Define virtual organization.
- Q20. What is the Abbreviation of HRIS? Define it.
- Q21. What is mentoring?
- Q22. Define E-Learning?

UNIT 3

- Q23. What is meant by 'strategy'?
- Q24. Explain the meaning of 'first-order' and 'second-order' strategies.
- Q25. Define HCM Strategy
- Q26. Organizational Development Strategy
- Q27. Employee Relationship Strategy
- Q28. What are the various TQM Strategies
- Q29. Explain the Organizational HR strategies
- Q30. What are the functional HR strategies

UNIT 4

- Q31. Define Knowledge Management ?
- Q32. What does 'Outsourcing' mean?

- Q33. What do you mean by acquisition or take over?
- Q34. Define BPO & HRO
- Q35. Difference between Outsourcing and offshoring
- Q36. Explain a competency-mapping
- Q37. What are the three stage model of merger and acquisition

UNIT 5

- Q38. Define a. International Corporation
- Q39. What is cultural dynamics?
- Q40. What is cross border mergers and acquisitions?
- Q41. How to build a multi-cultural organization?
- Q42. What is PCN, HCN, TCN?
- Q43. What does cultural assessment mean?
- Q44. What do you mean by international compensation?
- Q45. What are HR responsibilities?

UNIT 6

- Q46. Discuss on SHRM and its challenges.
- Q47. Explain the concept of SHRM and its needs in today world.
- Q48. Define HR strategies.
- Q49. Discuss various types of HR strategies.
- Q50. What do you mean by PEO?
- Q51. Explain spillover risks?
- Q52. What do you mean by ethnocentric?

Unit 7

- Q53. What do you mean by polycentric?
- Q54. Elaborate the terms Career planning and succession planning.
- Q54. Discuss the relation between both of them.
- Q55. Define 'Competencies
- Q56. How competencies are useful in HR strategies.
- Q57. Elaborate HR strategies for the development of culture development.

Unit 8

- Q58. What do you understand by international compensation?
- Q59. Explain in detail factors influencing compensation policy
- Q60. Explain the meaning and need for career planning.
- Q61. What are the steps involved in career planning?
- Q62. Explain career planning perspectives.

Q63.What do you mean by organisation centred career planning and individual centred career planning?



PART B

Unit 1

- Q1. Which of the following questions relate to business strategy in VRIO Framework?
- Q2. What is the link between business strategy HR VS Traditional Strategy?
- Q3. What are the 3 big strategic questions Ulrich Frame Work?
- Q4. What are the strategic questions when doing a strategy Snell Employment Models?

Unit 2

- Q5. What are the challenges of strategic HR with examples of strategic HR work and initiatives?
- Q6. What are the factors that affect the changing role of human resource managers in today's workforce?
- Q7. What are the possible questions of human resource management?
- Q8. What are the most important workplace trends affecting HR today?
- Q9. What do you understand by strategy mean and explain types of HR strategy.

Unit 3

- Q10. Comment on "Implementation of HR strategies can enhance organisational performance"
- Q11. Explain the cultural issues in mergers and acquisitions along with effects on the performance of the organisation.
- Q12. Explain the importance of training and development of international staff. Explain the term Global compensation issues.
- Q13. Explain the strategic role of top management and the strategic role of line management

Unit 4

- Q14. What is involved in the evaluation of strategic human resource management?
- Q15. What is the process of human resource evaluation? What are the levels
- Q16. What is the evolution of strategic human resource management?
- Q17. How important is evaluation in human resource development?
- Q18. Discuss the level of Constitutes and Ethical Dimensions?

Unit 6

Q19. What is meant by employee online survey administration?

Q20. How do you design a HR Portal?

Q21. State the principles of e-selection and recruitment. What are the advantages?

Q22. How is e-training and development designed for supervisors of a manufacturing company? Give illustrations.

Q23. Elaborate EDS & Explain the factor involving in EDS.

Q24. Elaborate on the strategies for a learning organisation. How do HR functions add value to the organisation?

Unit 7

Q25. What is the importance of performance appraisal system. Narrate various limitations of performance appraisal system?

Q26. Discuss the process of performance appraisal. What are various Modern methods of performance appraisal?

Q27. Discuss the Traditional methods of performance appraisal in detail. Discuss the Benefits and barriers to SHRM?

Q28. What is strategic HRM and the importance of HRIS Systems?

Q29. Describe the importance of HRM. What are the future Challenges before managers?

Unit 8

Q30. What are 7 strategies for improving staff performance?

Q31. How HR strategies impact on organizational performance?

Q32. What strategies can you use to review and improve your performance?

Q33. What are the three main approaches to development of HR strategies?

SUBORDINATE MANAGEMENT

PART C

Unit 1

1. Explain the framework of Strategic HR Management Process
2. Elaborate on the various challenges faced by an organization with suitable examples.
3. Explain the links to HR, strategy and business goals with examples.
4. Give a brief account of the evolution of HRM as a functional area in any organization.
5. What does 'Human Resource Planning' mean? Discuss in detail.
6. Discuss the concept of Benchmarking in detail.
7. Explain why organizations should opt for HRD audit.
8. What are the various Approaches of Strategic Human Resource
9. What are the various Models of SHRM ? Explain In detail

Unit 2

10. Explain the development and implementation of an HRIS?
11. Discuss the various issues in employee privacy.
12. Explain the concept of virtual learning and orientation.
13. Explain the benefits and limitations of online employee surveys.
14. Write short notes on: (a) e-Selection and recruitment (b) e-Training and development (c) e-Performance management.
15. What is the importance of training and why is training evaluated? How is training evaluated?

Unit 3

16. What are the various Components of Strategic HRM
17. What are the various ways of improving business performance through strategic HRM.
18. What are the various factors which influence Reward strategy
19. How Motivation is an influencing tool to improve overall productivity of organization?
20. Explain Purcell's statement that 'trends in corporate strategy have the potential to render the ideals of HRM unobtainable'
21. 'Business-level strategies may be constrained by human resource issues but rarely seem to be designed to influence them.' Discuss.
22. What does a 'resource-based' SHRM model of competitive advantage mean?

Unit 4

23. Explain the concept of competency and how competency is related to compensation and promotion..
24. Explain a competency-mapping model with an example.
25. Elaborate on equity and competency based compensation.
- 26 Define Merger? What is horizontal merger, Concentric Merger?
27. What do you mean joint venture?
- 28 Discuss the current challenges in M&A

Unit 5

29. Explain in detail the concept of Cultural Dynamics.
30. Elaborate on the cultural environment of International business.
31. Explain the selection criteria of Expatriates.
32. Discuss the strategic issues in International assignments.
33. What are the factors affecting International human resource management? Discuss each one of them.

Unit 6

34. Discuss briefly about the International compensation
35. How international companies affect the world economy?
36. Distinguish between domestic HRM and international HRM
37. Distinguish between expatriation and repatriation
38. What is multi-domestic strategy & what do you mean by transnational strategy?

Unit 7

39. What are the current challenges in outsourcing? Why is India a favorite destination for outsourcing? Explain.
40. What are the implications and advantages of outsourcing under globalization conditions?
41. What is Intellectual Capital ?How it Is developed in an organization
42. Discuss the relevance and effectiveness of various leadership models in present context.
43. What are the implications for HRM of this competitive strategy?

Unit 8

44. Why is it difficult to quantify accurately the HRM–organizational performance link?
45. What do you understand by international compensation? Explain in detail factors influencing compensation policy.
46. Describe the Indian perspective on SHRM? How it differs from the western view of SHRM.
47. Explain the career planning perspective including organisational and individual-centred career planning.
48. Explain employee retention. What factors influencing retention of employees in today’s individual and organisation level.
49. Describe the strategies for improving organisational effectiveness.

