



Semester : 4th Sem. MBA
Batch : 2024-26
Subject : Strategic HRM
Subject Code : MBPC4006

Date : 10.03.2026
Special Class Test : I
Duration : 1 Hr.
Full Marks : 30

Section- A

1. **Answer any four out of following questions.** [4 x 2 = 8]
- a) What is Strategic HRM? [CO1]
 - b) What is the objective of Strategic HRM? [CO1]
 - c) Give an example of Best Fit approach. [CO1]
 - d) What are the main characteristics of SHRM? [CO1]
 - e) Define Core competency. [CO1]

Section-B

2. **Answer any two questions out of following.** [2 x 6= 12]
- a) Differentiate between SHRM and traditional HRM. [CO2]
 - b) Elaborate the concept of Best Practice approach with suitable examples from various sectors? [CO3]
 - c) How is competitive advantage in HRM important? [CO1]

Section-C

3. **Answer any one out of following questions.** [1 x 10= 10]
- a) Discussed how investment in Training & Development brings Strategic advantage to the Organization ? [CO3]
 - b) Explain the emerging issues in SHRM with suitable examples. [CO2]



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Semester : 4th Sem. MBA
Batch : 2024-26
Subject : Compensation and Benefit Mgmt.
Subject Code : MBPC4005

Date : 11.03.2026
Special Class Test : I
Duration : 1 Hr.
Full Marks : 30

Section-A

1. **Answer any four out of following questions.** **[4 x 2 = 8]**
- a) What is Wage? [CO1]
 - b) Explain 3Ps concept of compensation. [CO1]
 - c) What do you understand by direct compensation? [CO1]
 - d) What is Deferred pay? [CO1]
 - e) What is MDW? [CO1]

Section-B

2. **Answer any two questions out of following** **[2 x 6= 12]**
- a) How Compensation Policy plays a major role in creating better Organizational environment? [CO1]
 - b) Discuss the importance of compensation Management? [CO1]
 - c) Explain the elements of compensation. [CO1]

Section-C

3. **Answer any one out of following questions.** **[1 x 10= 10]**
- a) Discuss the Compensation management process. [CO2]
 - b) Elaborate various types of wages and wage payment methods an organization can offer to employees in exchange of their services? [CO2]

All the Best