

Registration No.:

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Total Number of Pages: 02

Course: MBA/MBAP

Sub_Code: MBPC4006/18MBA402C/18PTMBA602C

4th / 6th Semester Regular/Back Examination: 2025-26

SUBJECT: Strategic HRM

BRANCH(S): BA, FM, FM&HRM, GM, HCHM, HRM, IB, LSCM, MBA, MM, RM, MBA(PT)

Time: 3 Hours

Max Marks: 100

Q.Code: V172

Answer Q1 (Part-I) which is compulsory, any eight from Part-II, and any two from Part-III.
The figures in the right-hand margin indicate marks.

Part-I

Q1 Answer the following questions:

(2 x 10)

- a) What do you understand by high performance work practices?
- b) Define strategic performance management.
- c) What is strategic HR?
- d) What are the five principles of SHRM?
- e) Define core competency in your own words.
- f) What are the competencies of global managers?
- g) How strategic HR is different from traditional HR?
- h) What is investment perspective in HR?
- i) What do you mean by integrated HR system?
- j) What do you understand by best fit approach?

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)

(6 x 8)

- a) How can we link HRM practices to organization outcome? Elaborate with example.
- b) What are the emerging issues in strategic HRM? Explain.
- c) What can be the possible strategies for training and development?
- d) Is investment in job secure work force commendable? Explain.
- e) What do you understand by the investment practices for improved retention? How to retain the talents?
- f) How core competency gives the competitive advantage to the organization? Explain.
- g) What are transnational strategies in HRM? Explain.
- h) To get global competitive advantages we need globally competent managers. What is your view?
- i) Aligning HR strategy with Business strategy is the need of the hour. Explain.
- j) Distinguish between expatriation and repatriation.
- k) Discuss the Strategic issues in international assignment.
- l) Explain best practice approach with the example of IT company.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3** What differentiates Human resource management from Strategic Human resource management? Explain with the example. **(16)**
- Q4** Alignment of HRM with Business Strategy is very much essential for growth and profit. How the organization align both HRM & Business strategy. Explain with approaches. **(16)**
- Q5** Explain Relationship between High Performing Work Team (HPWT) and organizational performance. **(16)**
- Q6** Write notes on the following. **(8 x 2)**
- a) Strategies for Employee Engagement
 - b) Corporate Ethics, values, and SHRM.

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Total Number of Pages: 02

Course: MBA
Sub_Code: MBPC4005

4th Semester Regular Examination: 2025-26
SUBJECT: Compensation and Benefit Management
BRANCH(S): BA, FM, FM&HRM, GM, HCHM, HRM, IB, LSCM, MBA, MM, RM
 Time: 3 Hours
 Max Marks: 100
 Q.Code: V055

Answer Q1 (Part-I) which is compulsory, any eight from Part-II, and any two from Part-III.
The figures in the right-hand margin indicate marks.

Part-I

Q1 Answer the following questions:

(2 x 10)

- a) Define the 3P Compensation concept.
- b) What is meant by broad-banding in salary structures?
- c) State the core principle of the Subsistence Theory.
- d) List two Socio-Economic objectives of a national wage policy.
- e) What is the primary difference between TRS (Time Rated System) and PBR (Payment by Results)?
- f) Define executive compensation.
- g) Name two statutory benefits an employer must provide in India.
- h) Why do the organizations give emphasis on job evaluation?
- i) Mention two new trends currently seen in global compensation management.
- j) State the reasons for wage differentials.

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)

(6 x 8)

- a) Explain the various dimensions of compensation within an organization.
- b) Discuss the Residual Claimant Theory and its relevance today.
- c) Outline the essential principles of wage and salary administration.
- d) Describe the different methods and techniques used in job evaluation.
- e) What are the key components that make up total wages?
- f) Explain the concept of Merit-based pay and its importance for employee motivation.
- g) Discuss the criteria used by organizations for wage fixation.
- h) Provide an overview of how employee benefits are planned and designed.
- i) What are the prerequisites for an effective incentive scheme?
- j) Distinguish between individual and group Incentive plans.
- k) Briefly explain the 'Marginal Productivity Theory' of wages.
- l) How does the business environment impact compensation policy?

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3** Critically analyze the 'Wage Fund Theory' and 'Surplus Value Theory'. How do these historical perspectives compare with modern competitive theories? **(16)**
- Q4** Evaluate the various types of incentive schemes. Discuss their merits and demerits in the context of a knowledge-based economy. **(16)**
- Q5** Elaborate on the structure of employee welfare and retirement benefits. Why is the administration of statutory health care benefits critical for organizational stability? **(16)**
- Q6** Discuss the role of organizational compensation policy in achieving strategic goals. How does a well-defined wage policy resolve conflicts between management and labour? **(16)**