

Registration No :

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Total Number of Pages : 02

Course: IMBA
Sub Code: 16IMN903C

9th Semester Regular Examination: 2022-23

SUBJECT: Strategic HRM

BRANCH(S): IMBA

Time : 3 Hour

Max Marks : 100

Q.Code : L152

Answer Question No.1 (Part-1) 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)

- Define the nature of SHRM.
- How is SHRM different from HRM?
- What are the Investment Perspective in HR?
- What are the main characteristics of SHRM?
- Name few strategic human resource management tools.
- What do you mean by Universalistic theory of SHRM?
- Why strategic assessment is needed?
- What is strategic capability?
- What are the functional HR STRATEGIES?
- Define Core Competency.

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)

- Define strategic human resource management. Briefly explain the various barriers to SHRM.
- What are the various approaches to SHRM? Explain.
- Distinguish between expatriation and repatriation.
- Explain Best Practice Approach with an example of IT Company.
- Define Polycentric. How it is different from ethnocentric?
- Explain the framework of Strategic HR Management Process.
- In what ways does the HRD function relate to the organization's strategy? Give contextual examples.
- Distinguish between domestic HRM and international HRM.
- Explain the various Factors in selection of expatriates.
- What does a 'resource-based' SHRM model of competitive advantage mean?
- Explain the links to HR, strategy and business goals with examples.
- Explain Purcell's statement that 'trends in corporate strategy have the potential to render the ideals of HRM unobtainable'.

Part-III

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

- Q3** What differentiates human resource management from strategic human resource management? **(16)**
- Q4** Explain Relationship between HPWP and Organizational Performance. **(16)**
- Q5** What are the factors affecting International Human Resource Management? Discuss each one of them. **(16)**
- Q6** Explain the concept of SHRM and its needs in today world. **(16)**

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Total Number of Pages : 02

Course: IMBA
Sub Code: 16IMN902C

9th Semester Regular/Back Examination: 2022-23

Subject: Team Dynamics at Work

BRANCH(S): IMBA

Time: 3 Hours

Max Marks: 100

Q. Code: L059

Answer Question No.1 (Part-1) 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 is brain storming?
- b) What is the use of diversity training?
- c) What are performance indicators of a team?
- d) What is team based reward system?
- e) What is power conflict in a team?
- f) How social groups are different from teams in an organization?
- g) How role-playing works?
- h) How individual personality linked to team performance?
- i) Write a short note on negative team dynamics?
- j) How virtual team works?

Part-II

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

(6 x 8)

- a) What is a team success? How every member contributes in a team's achievement?
- b) How a team set the goal and achieve in due course?
- c) How the conflict within a team and among teams is managed?
- d) Transparency and continuity is crucial in team communication. Discuss.
- e) Elucidate competition and cooperation works in a team dynamics.
- f) What are the main obstacles in managing a team?
- g) Distinguish a group from a team.
- h) Explain the process of team decision making.
- i) What are the internal and external factors influences team work in an organization?
- j) Success comes with creative and diverse teams. Comment.
- k) Explain the process of team decision making.
- l) Discuss the innovative rewarding strategy for the high performing teams.

Part-III

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

- Q3** Discuss how the organization culture and team performance reciprocate each other. What are the characteristics of an effective team? (16)
- Q4** What are the salient objectives of team dynamics? How different types of teams emerge and function in an organization? (16)
- Q5** Outline the characteristics of a team leader. Discuss a leader's role and responsibilities in a professional team. (16)
- Q6** What are the different techniques used to train a team? Explain how to align rewards with team performance? (16)

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Total Number of Pages : 02

Course: IMBA

Sub Code: 16IMN901C

9th Semester Regular/Back Examination: 2022-23

Subject: Performance Management System

BRANCH(S): IMBA

Time: 3 Hours

Max Marks: 100

Q.Code: L039

Answer Question No.1 (Part-1) 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 is self-appraisal?
- b) How potential is different from performance?
- c) Identify the key performance indicators.
- d) What are the objectives of reward system?
- e) What is management by objective?
- f) How plant wide pay plan different from corporate wide pay plan?
- g) How evaluators' biases play a role in performance assessment?
- h) How individual perception linked to performance?
- i) Who needs performance counseling?
- j) How reward management is becoming challenging day by day?

Part-II

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

(6 x 8)

- a) What is 720 degree feedback? How it more competent than 320 degree feedback?
- b) Why and how performance metrics are used?
- c) What are the implications of performance management?
- d) Performance management is a continuous process. Discuss.
- e) Elucidate how an assessment center works?
- f) What are the main obstacles in performance appraisal?
- g) Distinguish individual-based incentive from team-based incentive.
- h) What are the steps in performance management process?
- i) What are the internal and external factors influences in effective performance appraisal?
- j) Performance management practice is becoming proactive and constructive. Comment.
- k) How performance information is obtained and utilized?
- l) Explain do what you get paid for syndrome with example.

Part-III

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

- Q3** Elucidate the process of performance management. What the effective conventional and innovative modes of performance management? (16)
- Q4** How significant is to link reward system with performance in today's context? Discuss with suitable example. (16)
- Q5** How performance management practice in a manufacturing firm different from performance management in a service sector firm? Critically examine. (16)
- Q6** What are the different techniques used to evaluate organizational performance? Explain any two of these techniques. (16)