

Enrolment No./Seat No.:

GUJARAT TECHNOLOGICAL UNIVERSITY
BBA - SEMESTER - VI EXAMINATION - SUMMER 2025

Subject Code: 1560109

Date: 16-05-2025

Subject Name: Strategic Human Resources Management

Time:10:30 AM TO 01:00 PM

Total Marks: 70

Instructions

- 1. Attempt all questions.**
- 2. Make suitable assumptions wherever necessary.**
- 3. Figures to the right indicate full marks.**
- 4. USE of SIMPLE calculators AND non-programmable scientific calculators are permitted.**

	Marks
Q.1 Attempt ANY 7	14
(a) Assessment Centre	
(b) Human Capital	
(c) Traditional HRM	
(d) Workforce Diversity	
(e) Headhunting	
(f) Career Planning	
(g) Skill-Based Pay	
(h) HR Outsourcing	
Q.2 Multiple Choice Questions (All Compulsory)	14
(1) What is the main goal of Strategic Human Resource Management (SHRM)? A) Conducting recreational activities B) Reducing HR budget C) Aligning HR practices with business goals D) Hiring employees for short-term roles	
(2) The 5-P Model of SHRM includes all of the following EXCEPT: A) Philosophy B) Performance C) Property D) Practices	

- (3) The VRIO framework helps evaluate HR based on:
- A) Recruitment styles
 - B) Training delivery
 - C) Strategic value
 - D) Payscale policies
- (4) The resource-based view (RBV) theory focuses on:
- A) External competition
 - B) Internal capabilities and strengths
 - C) Organizational politics
 - D) HR documents
- (5) Workforce diversity means:
- A) Different departments
 - B) Mixed age, gender, ethnicity
 - C) Multiple offices
 - D) Salary variations
- (6) Nepotism in HR refers to:
- A) Rewarding on merit
 - B) Hiring based on family/friends
 - C) Rotational shifts
 - D) Recruitment tests
- (7) CSR stands for:
- A) Corporate Strategic Review
 - B) Corporate Social Responsibility
 - C) Company Staff Relations
 - D) Cost Saving Report
- (8) Competency mapping is used to:
- A) Plan office layout
 - B) Track internet use
 - C) Identify training needs
 - D) Set office timings
- (9) Succession planning means:
- A) Planning events
 - B) Filling future leadership roles
 - C) Buying software
 - D) Promoting all seniors
- (10) In mergers & acquisitions, HR must:
- A) Redesign work systems
 - B) Reduce staff benefits
 - C) Delay onboarding
 - D) Remove diversity efforts

- (11) Employee engagement is about:
A) Time tracking
B) Employee motivation and involvement
C) Providing office snacks
D) Celebrating holidays

- (12) Investment in T&D is made to:
A) Boost employee skills and productivity
B) Increase turnover
C) Save taxes
D) Reduce training cost A

- (13) HR outsourcing helps companies to:
A) Increase in-house costs
B) Focus on core business
C) Avoid HR operations
D) Hire only executives

- (14) The HR Scorecard is used to:
A) Track leaves
B) Measure HR contribution to strategy
C) Set salary limits
D) Monitor cafeteria sales

- Q.3 (a)** Explain the evolution of Strategic Human Resource Management and discuss how it differs from traditional HRM. **07**
- (b)** Analyze the components of the 5-P Model of SHRM with suitable examples from any Indian organization. **07**

OR

- (a)** Describe the role of HR in mergers and acquisitions. What challenges arise during integration? **07**
- (b)** What is Human Resource Planning? Explain its objectives and process. **07**

- Q.4 (a)** Analyze the advantages and disadvantages of HR outsourcing for an organization. Support your answer with examples. **07**
- (b)** As an HR Manager, how would you design a succession planning strategy for a mid-sized company? Explain the key steps involved in the process. **07**

OR

- (a)** Analyze the importance of competency mapping in strategic human resource planning. How does competency mapping help in identifying skill gaps in an organization? **07**
- (b)** Discuss the concept of corporate social responsibility (CSR). How can HR contribute to the CSR initiatives of an organization? **07**

- Q.5 (a)** What is employee engagement? Discuss the different strategies organizations can adopt to increase employee engagement. **07**
- (b)** Analyze the importance of using an HR Scorecard in strategic HRM. How does it help in linking HR outcomes to business performance? **07**

OR

- (a)** Discuss the importance of investing in training and development. How can it be linked to organizational strategy? **07**
- (b)** You have joined a company as an HR trainee. Apply your understanding of talent management to suggest three practical ways your company can attract and retain talented employees. Explain why each method would be effective. **07**
