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Question Paper Code :214015

MBA DEGREE EXAMINATION APRIL/ MAY 2026

Third Semester

BA4015- : Strategic Human Resource Management

(Regulation: 2021)

Time: 3 Hours

Answer ALL Questions

Max. Marks 100

PART-A (10 x 2 = 20 Marks)

1. State the need for Strategic Human Resource Management.
2. Summarize why the human side is critical in the implementation of corporate strategies.
3. List the objectives of HRD need assessment.
4. Identify any two vision statements of a company of your choice.
5. Infer the application of HRIS.
6. State any two differences between e-recruitment and e-selection.
7. Recall the steps of career planning process.
8. Define Career Plateau.
9. Infer the benefits of counselling.
10. Explain the role of HR in coaching.

PART – B (5 x 13 = 65 marks)

11. a) Compare and contrast Traditional HRM and Strategic HRM with suitable examples.

OR

- b) Examine the concept of adopting investment perspective towards human asset.

12. a) Describe Strategic Framework for Designing HRD interventions.

OR

- b) Discuss the various issues involved in implementation and evaluation of HRD programmes.

13. a) "e-learning is a right platform in HRD strategies" – Do you agree with this? Explain how it fits with HRD functions.

OR

- b) Outline the process of developing and implementing a Human Resource Information System (HRIS).

14. a) Illustrate the different stages that a person normally goes through in his/her career.

OR

- b) Demonstrate any one traditional model of career development.

15. a) Explain the statutory provisions for employee health and measure to promote employee health.

OR

- b) Discuss the role of HR in coaching and indicate the skills need for effective coaching.

PART C (1 X 15 = 15)

16. a) Write the key components of effective counselling programs in the workplace. Justify how these components interact to support employee well-being and productivity.

OR

- b) Ajay was a loyal and hardworking employee who received excellent performance reviews during his early years with the company. However, his performance gradually declined to a level that required organizational intervention. As a counselor, how would you assist Ajay?