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V Semester B.B.A. Examination, December - 2019
(Fresher+Repeaters) (CBCS) (2016-17 and Onwards)

BUSINESS ADMINISTRATION

**HR-5.6 : Elective Paper-II : Strategic Human Resource
Management**

Time : 3 Hours

Max. Marks : 70

Instruction : Answer should be written in **English** only.

SECTION - A

Answer **any five** Sub-questions. Each Sub-question carries **2** marks. **5x2=10**

1. (a) What is HR Strategy ?
(b) What is employee job security ?
(c) What is job enrichment ?
(d) Expand ESOP and BPR.
(e) What is global HRM ?
(f) What is internationalization of business ?
(g) What is training ?

SECTION - B

Answer **any three** questions. Each question carries **6** marks. **3x6=18**

2. Explain TQM programme.
3. What are HR strategies to increase firm's performance ?
4. Write a note on strategic pay plan.
5. Explain global selection approaches.
6. What is job rotation ? What are its advantages and limitations ?

P.T.O.

**SECTION - C**

Answer **any three** questions. Each question carries **14** marks.

3x14=42

7. Explain the important factors of SHRM.
8. What is organizational change ? What are the approaches to organizational change ?
9. Explain the benefits of investment in training and development.
10. Explain :
 - (a) Flexible work arrangement.
 - (b) Double taxation.
11. Explain the components of HR competencies.

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