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PG
MBA Semester- 4th Examination, 2026
MASTER OF BUSINESS ADMINISTRATION
PAPER: MBA 408B
(STRATEGIC HUMAN RESOURCE MANAGEMENT)

Full Marks: 80 **Time: 3 Hours**

The figures in the right-hand margin indicate full marks.
Candidates are required to give their answers in their own words as far as practicable.

Group-A

Answer any **EIGHT** of the following questions: 8×5=40

1. Explain the importance of strategic HRM in achieving organizational objectives.
2. What is strategic compensation? State its major objectives. 2+3
3. Explain the concept and importance of Workforce Utilization.
4. Explain the relationship between employee retention and HR investment practices.
5. What are the major difficulties in implementing HR strategies?
6. What is HR Reengineering? Why is reengineering necessary in HR processes? 2+3
7. Discuss the importance of aligning HR strategies with business strategies.
8. What factors should be considered in strategic employee selection?
9. Explain the changing role of HR managers in strategic decision making.
10. What is employee surplus? Explain different ways of managing employee surplus. 2+3
11. What is HRIS? Discuss its importance in Human Resource Strategy.2+3
12. Discuss the importance of empowerment, accountability, and monitoring in the implementation of HR Reengineering.

Group-B

Answer any **FOUR** of the following questions: 4×10=40

13. Explain the concept and process of strategic HRM. How does it differ from traditional HRM? (2+4)+4
14. Discuss the various investment practices that can improve employee retention.

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15. Discuss the relationship between Training and Development Strategies and Organizational Performance. What difficulties may arise during the implementation of HRM strategies? 5+5
16. An organization is facing both a shortage of skilled employees and low employee productivity. As an HR manager, what strategic HR processes would you recommend to address the situation?
17. Examine the role of Strategic Reward and Development Systems in Human Resource Management. How can compensation systems support organizational goals? 6+4
18. Discuss the impact of the New Economic Policy on Human Resource Management Strategy. Explain the major challenges and key issues faced by HRM in the changing business environment. 5+5

