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**Question Paper Code : 40234**

M.B.A. DEGREE EXAMINATION, APRIL/MAY 2015.

*Elective*

BA 9268/ BA 968/ UBA 9173/ 10488 MBE 36 — STRATEGIC HUMAN RESOURCE  
MANAGEMENT AND DEVELOPMENT

(Regulation 2009 / 2010)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. Define mission and values.
2. What is bench marking?
3. List out the benefits of e-recruitment.
4. Enumerate the significance of SIDES.
5. Define the term repatriation.
6. Define the term outsourcing.
7. List and briefly explain the career stages.
8. What is career plateau?
9. Define coaching.
10. What is emotional quotient?

PART B — (5 × 16 = 80 marks)

11. (a) Write in detail about recent trends in HRD and also links of HRD to HR.

Or

- (b) Explain strategic frame work for HRM and HRD.



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12. (a) Explain the steps you undergo in the e-recruitment process if you are a HR executive involved in the recruitment process for your concern.

Or

- (b) Write an essay on how both domestic and international institutions shape human resource management in individual countries.
13. (a) Discuss in detail on the strategic HR issues in international assignments. As a global HR head what steps you will take to minimize the same.

(8 + 8)

Or

- (b) Explain the challenges and difficulties faced by HR professionals in HR outsourcing and cross border mergers and acquisitions. As a HR head, how to overcome the same?
14. (a) How are effective career development systems designed?

(8 + 8)

Or

- (b) How is competency mapping conducted?
15. (a) Describe the role of HR in coaching. How can coaching effectiveness be measured?

(8 + 8)

Or

- (b) Explain any two types of stress management techniques.
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