National Institute of Technology, Hamirpur (HP)
MBA

Branch : MBA
Course Name: SHRM
Time: 03 Hours
Maximum Marks: 50

Semester : Third
Course Code : MB-707

PART-A

Note: Attempt all questions - Two Marks Each   (10 Marks)

Q1. All the questions given below
(i) What is Retrenchment?
(ii) What is Talent Management?
(iii) Differentiate between group think and group shift.
(iv) What do you mean by HRIS?
(v) Write short notes on: Cultural divergence and convergence.

PART-B

Note: Attempt all questions - Three Marks Each   (06 Marks)

Q2. Define International Human resource management? Discuss the objectives of IHRM?
Q3. Discuss the concept of HCN, TCN and PCN, expatriation, repatriation and inpatriation with example.

PART-C

Note: Attempt all questions - Four Marks Each   (04 Marks)

Q4. "The COVID-19 has caused a macro-level attitude shift in employees' view of work, which led to a record number of people leaving their jobs in 2021. This was especially prevalent among the younger generations, with 54% of Gen Z considered leaving their current employers last year. Their decision came within a year of their joining jobs. For corporates, addressing this shift is certainly important, not only for the purpose of talent retention, but also to understand the factors driving productivity and excellence at work." Keeping this case in view, how to instill a sense of engagement among employees? Discuss.

PART-D

Note: Attempt all questions - Six Marks each   (30 Marks)

Q5. What is Strategic Human Resource Management? Explain its characteristics.
Q6. Discuss the Hofstedes' cultural dimension with example.
Q7. What is HR analytics? Discuss its importance and use.
Q8. More than a third (35%) of UK employees are ready to quit their jobs if their employers fail to take measures to reduce their carbon footprint. The feeling is even stronger amongst Gen Z, with over half (53%) of 18-24-year-olds thinking about leaving their employers because of their inaction over climate change. Keeping this case into consideration what would you suggest to organization with regard to their vision? And how do you think of that matching individual goal with organization goal is a best match for organizational success? Discuss.
Q9. What is performance management? Discuss its importance with example.