Oct-Nov-2025

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SEAT No. :

PE5843

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S.Y. M.B.A.

HRM602MJ : STRATEGIC HUMAN RESOURCE MANAGEMENT

(2024 Pattern) (Semester-III)

Time : 2½ Hours] *[Max. Marks : 50*

Instructions to the candidates:

1) *All questions are compulsory.*
2) *All questions carry equal marks.*

Q1) Solve any 5 (2 marks each). **[5×2=10]**

a) Strategic HRM focuses on aligning HR strategies with.

b) OCTAPACE culture emphasizes on.

c) Define Strategic Human Resource Management.

d) State any two objectives of SHRM.

e) What is the role of technology in HCM?

f) Define Strategic Fit with example.

g) State any two challenges in implementing HR strategies.

h) What is meant by Cross-cultural management?

Q2) Solve any 2: **[10]**

a) What is Human Capital Management? What is the importance of measuring HR's ROI?

b) Discuss the role of HR strategies in gaining organizational competitive advantage.

c) Describe the SHRM process and its significance with examples.

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Q3) a) A retail chain is planning global expansion. Apply SHRM strategies to manage workforce diversity across countries. **[10]**

OR

b) Apply HRP as a strategy to ensure availability of skilled manpower in a fast-growing automobile company.

Q4) a) What is forecasting and analysing HR demand? What are the different qualitative and quantitative methods? Explain with relevant examples. **[10]**

OR

b) Analyze the effectiveness of compensation and reward strategies in retaining talent in multinational firms.

Q5) a) Examine recruitment, retention and training strategies used by global organizations to build talent pipelines. **[10]**

OR

b) Create a strategic HR policy model focusing on compensation, benefits, cultural intelligence and ethical practices for a global IT organization.



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