

School of Management Doon University, Dehradun Semester End Examination, December 2016

	Subject - Strategic Human Resource Management Subject Code - MMS 529 Course - MBA	Max Marks – 5 Duration – 3 hi Semester - 3	
. *	Section – A		
	Q1. What is the difference between a corporate Strategy and a Business Str	rategy?	2
	Q2. What is Knowledge Management? Why is it important for an Organisa	ation?	2
	Q3. Enlist and explain the four Organisational types given by Miles and Sr	now.	2
	Q4. What are the reasons for resistance of Change?		2
	Q5. According to you which approach of linking HR processes to strategy Strategy leading to HR Strategy or HR Competencies leading to Busin		
·)	Section - B	<u></u>	
	Note - Attempt any Four Questions. All Questions carry equal marks.		6
	Q1. Discuss Strategic HRM Best Fit and Best Practices model in details.		6
	Q2. Elaborate upon the global trends and its implications on HR.	·	6
	Q3. Discuss the Strategic Cultural Change initiatives that are common in o	rganizations.	6
	Q4. Discuss the strategy that can be adopted for successful change manage answer with examples.	ment. Support your	
	Q5.Discuss HR issues in Merger and Acquisition.		6

Section -C

Case Study

An International Career Move

John Markham is a biochemist who now works as a manager with Drugs From Bugs (DFB), an innovative international pharmaceutical firm. John has been with DFB for past 10 years. He is married and has two children (a daughter in High School and son in Kindergarten). His wife Anya, is a certified general accountant who works for a major accounting firm in the Toronto area. Their combined household income amounts to \$150000. The president of DFB has asked John to become the managing director of DFB's operations in Israel. The government there has just offered a number of incentives to international pharmaceutical firms that made Israel a highly desirable location in which to operate.

John is keen on increasing the business in Israel, but he has concerns about his future with the company. He has heard that life in Israel can be fascinating but also quite difficult for someone who has never lived outside Canada.

John has received a memo from Anne Monty, DFB's Vice President of HR: "John, I hear there are quite a few good websites about Israel. You might want to check them out. Meanwhile, I have asked the Israeli Tourist Board to forward some material to you. Are you free for lunch next week? I look forward to hearing your thoughts. Cheers, (signed) Anne."

QUESTIONS

Q1. Discuss the various issues that John should be concerned about regarding the transfer.

Q2. What additional information should John seek from the HR Department?

Q3 Suggest the type of financial and non-financial incentives that DFB might offer to John to induce him to accept the transfer.

Q4. What issues should DFB consider4 when setting John's performance objectives for the International Assignment