

University of Pune
Department of Management Sciences
MBA-BT Semester III
Mid-Semester Exam October 2011

310- HR Specialization II

Max Marks: 40marks

Time: 2Hrs

Notes: Attempt any four questions.

Marks as indicated in brackets.

Q1. Define strategic human resource Management and discuss briefly the reason of its evolution. (10)

Q2. Explain briefly the importance of linking business strategies and HR strategies. (10)

Q3. Elaborate the current techniques used by organizations for recruitment and selection. (10)

Q4. What is 'outsourcing'? Discuss briefly its importance in achieving cost effectiveness in the organization. (10)

Q5. How MBO method of performance appraisal is different than other methods. (10)

Q6. Write short notes on any TWO (10)

- a. Retention Strategy
- b. Assessment centre
- c. Overcoming resistance to change