

TILAK MAHARASHTRA VIDYAPEETH, PUNE
MASTER OF BUSINESS ADMINISTRATION (M.B.A.)
EXAMINATION: DECEMBER - 2024
SEMESTER - III

Sub.: Strategic Human Resource Management (MHRM 307)

Date : 18/12/2024

Total Marks : 60

Time: 10.00am to 12.30pm

- Instructions:** 1) All questions are compulsory.
 2) Figures to the right indicate full marks.

- Q. 1. Write Short notes on (Any Three) (15)**
1. Strategic Role of HR in technology
 2. Role of SHRM in Mergers and Acquisitions
 3. Human Resource Management Vs Traditional HR
 4. Key components of a strategic HR plan
 5. Business Strategy
- Q. 2. Answer in detail (Any One) (10)**
1. What are the key benefits of implementing Strategic Human Resource Management (SHRM) in an organization, and how does it contribute to achieving long-term business success?
 2. How can organizations effectively apply the seven steps to Strategic Human Resource Management to align HR practices with business objectives and drive overall performance?
- Q. 3. Answer in detail (Any One) (10)**
1. What role does SHRM play in achieving organizational goals and objectives?
 2. What key criteria should be considered when developing an effective HR strategy to ensure it aligns with organizational goals, enhances employee engagement, and fosters long-term growth?
- Q. 4. Answer in detail (Any One) (10)**
1. How can an organization ensure that its HR practices and initiatives achieve strategic fit, aligning with both its overall business objectives and the needs of its workforce?
 2. What are the key strategic challenges HR faces in adapting to changing business environments, and how can HR professionals effectively address these challenges to drive organizational success?
- Q. 5. Case study (15)**
- A technology company facing rapid growth is facing increasing employee dissatisfaction with its current retention strategy. Despite offering competitive salaries and benefits, employee turnover has risen significantly, particularly among mid-level professionals and high-performing employees. Key issues include limited career development opportunities, concerns about work-life balance, insufficient recognition and reward systems, ineffective communication and engagement, an uncompetitive benefits package, and high turnover among specific teams.
- High performers feel their skills and potential are not being fully utilized or developed within the organization. Employees report long working hours, high stress, and unrealistic expectations as norms, indicating that the company's retention strategy is focused too much on compensation rather than addressing the need for a healthier work-life balance.

Ineffective communication and engagement create a sense of disengagement and lack of trust in the leadership. Employees feel that their feedback and concerns are not being heard, leading to a lack of trust in the leadership.

The company's standard benefits package is not competitive compared to other companies in the industry, with benefits such as healthcare, retirement plans, and employee wellness programs not perceived as strong enough to retain top talent. High turnover rates among specific teams, particularly product development and sales teams, are attributed to overwhelming workloads and insufficient support or resources, leading to burnout and resignation.

A group of employees has raised the issue with HR and senior leadership, urging the company to rethink its approach to employee retention and take action to address the underlying problems.

Questions :

1. What specific changes can the company make to provide more robust career development opportunities and ensure high performers feel their skills are being fully utilized and developed?
 2. How can the company address employee concerns about work-life balance and reduce burnout, especially within high-demand teams such as product development and sales?
 3. What steps can be taken to improve communication and employee engagement, ensuring that feedback is heard and trust in leadership is restored?
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