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MASTER OF BUSINESS ADMINISTRATION (M.B.A.)
EXAMINATION : MAY - 2025
SEMESTER - III

Sub.: Strategic Human Resource Management (MHRM 307)

Date : 30/05/2025

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. Key approaches to Strategic HRM
2. Role of SHRM in mergers and acquisitions
3. HR Strategy during strategic shifts or organizational transitions
4. Factors influencing selection of employees in SHRM
5. Challenges of dealing with employee surpluses

Q. 2. Answer in detail (Any One) (10)

1. What is the nature of Strategic Human Resource Management (SHRM)? Why is SHRM significant for organizational success?
2. How does Strategic HR differ from Traditional HR?

Q. 3. Answer in detail (Any One) (10)

1. How has technology impacted Strategic HRM? What are the challenges HR faces when integrating technology into HR practices?
2. What are some common Training and Development strategies used in SHRM?

Q. 4. Answer in detail (Any One) (10)

1. The HR Managers face difficulties in implementing an HRM strategy. How can they be overcome?
2. What is workforce utilization in the context of Strategic HRM? How can HR ensure efficient utilization of human resources within an organization?

Q. 5. Case study (15)

Total Solutions, a growing IT company, recently appointed a new CEO, Rachel Adams, known for her forward-thinking approach to modernizing business operations. One of her first initiatives was to introduce a biometric thumb impression system for attendance tracking. The new system, she believes, will improve accuracy, reduce time theft, and streamline administrative tasks.

However, when Rachel presents the new system to employees, especially those in the operations and administrative departments, she faces resistance. Many employees, particularly those who have been with the company for several years, express their discomfort with the biometric system. They argue that the traditional method of signing the attendance register has always worked well and is more comfortable. For them, the thumb impression system feels intrusive and unnecessary.

During a town hall meeting, Sarah, a senior administrative assistant, voices her concerns: "I've been signing the muster for years, and it's simple. This new system

feels like it's spying on us, and it'll take time to adjust." Other employees chime in, fearing that the new system will be time-consuming and may malfunction, causing delays or complications in their daily routine.

Rachel understands the employees' hesitation, but she believes the biometric system is essential for increasing operational efficiency and security. She tries to explain the benefits of the system, emphasizing how it will eliminate manual errors and make payroll processing smoother. Despite her efforts, the employees remain attached to the familiar, traditional way of recording attendance.

The company now faces the challenge of helping employees transition to the new system while addressing their concerns, making them feel comfortable with the change, and ensuring the initiative's success.

Questions :

1. What strategies can HR implement to ease the transition from the traditional attendance system to the biometric system, ensuring minimal disruption to daily operations?
 2. Identify the challenges HR faces when integrating this new technology into HR practices?
 3. Suggest a suitable title for this case.
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