



Name:

Enrolment No:

**UNIVERSITY OF PETROLEUM AND ENERGY STUDIES**

**End Semester Examination, December 2023**

**Course: Strategic HRM**

**Semester: V**

**Program: BBA (HRM Spl)**

**Course Code: HRES3014**

**Time : 03 hrs.**

**Max. Marks: 100**

**Instructions: All questions are compulsory.**

**SECTION A**  
**10Qx2M=20Marks**

S. No.	Describe the various terms mentioned below.	Marks	CO
Q 1	Resource driven strategy	2	CO1
Q 2	Barriers to Strategic HRM	2	CO1
Q 3	Ethical Behavior	2	CO1
Q 4	Market driven strategy	2	CO1
Q 5	Job re-design	2	CO1
Q 6	Key performance indicators (KPIs)	2	CO1
Q 7	Competitive advantage	2	CO1
Q 8	Social capital	2	CO1
Q 9	Competitive strategy	2	CO1
Q 10	Human capital	2	CO1

**SECTION B**  
**4Qx5M= 20 Marks**

Q 1	Discuss the importance of digital dashboard in an aviation industry.	5	CO2
Q 2	Discuss the various intangible assets of organizations.	5	CO2
Q 3	Differentiate between Strategic HR versus Traditional HR.	5	CO2
Q 4	Discuss the importance of strategic work redesign.	5	CO2

**SECTION-C**  
**3Qx10M=30 Marks**

Q 1	Why you are studying the strategic HRM? Discuss the importance of strategic HRM in contemporary business.	10	CO2
Q 2	Explain the concept of "resource-based view" in HRM. How can an organization leverage its human resources to gain a competitive advantage?	10	CO3
Q3	Discuss the HR scorecard in detail. How HR scorecard will help to achieve various financial and non-financial goals of the organization	10	CO4

**SECTION-D**  
**2Qx15M= 30 Marks**

Q 1	Discuss the strategy map with hypothetical example of any organization. You work in a tech company where remote work has become the norm. Explain how you would design HR policies and practices to manage remote teams effectively, ensuring productivity, engagement, and work-life balance.	<b>15</b>	<b>CO4</b>
Q 2	Discuss the Strategic HR outcomes in context to knowledge intensive organization. Imagine you are the HR manager of a rapidly growing technology startup. How would you design a strategic HRM plan to attract and retain top talent in a competitive industry?	<b>15</b>	<b>CO4</b>