



**IV Semester M.B.A. Examination, September/October 2022**

**(CBCS 2014 – 15 Scheme)**

**MANAGEMENT**

**Paper – 4.4.1 : Strategic HRM**

Time : 3 Hours

Max. Marks : 70

**SECTION – A**

Answer **any five** questions. **Each** carries **five** marks.

**(5×5=25)**

1. Explain what is Knowledge Economy.
2. What are the best practices in HRM ?
3. Explain how SHRM Evolved.
4. Explain how linking Business Strategy with HR Strategy is a advantage to organisation.
5. Give an insight on outsourcing.
6. Explain Merger and acquisition as a Strategy for Revival post pandemic situation.
7. Elaborate on the purpose of organisations portfolio.

**SECTION – B**

Answer **any three** questions. **Each** carries **10** marks.

**(10×3=30)**

8. Discuss the challenges and opportunities in staffing.
9. What are the different strategies involved in Merger and acquisition ?
10. Explain why downsizing and restructuring is important for an organisation.
11. What are the different strategy that HR Managers followed during Covid for New Recruitment ?

P.T.O.



## SECTION – C

12. **Compulsory Question.** (15×1=15)

He's Just Not the Same

Background Information

Bill Connors turned 47 in the same month and began the beginning of

He has worked for Bay State Service Corporation for eleven years. Apartment complexes received a range of maintenance, cleaning and repair services from Bay State Service professionals. Buildings in the larger metro area. Bill had first been hired to serve as a driver for the Transportation Department. He relocated to work in the mail room around four years ago. Even though Bill's job in the mail room required more lifting and carrying, he believed that the pay raise more than compensated for the extra effort. It ended up working out well for him. Although the pace was fast, Bill kept up with the job because to the wage boost. His performance was consistently acceptable; he was always busy and consistently arrived on time.

Bill had an injury after a self-inflicted fall while hiking during a family camping trip last year, during his ninth year with Bay State. As soon as his relatives dropped him off at the hospital, an X-ray revealed both a broken leg and an ankle. The doctor advised him to take a minimum of five weeks off from work in order for the bones to properly heal before going back to work. However, the called his boss, Ken Pierce, shortly before he was supposed to be able to return to work to let him know that since he was still in a lot of pain. The physician intended to brace his leg and keep.

Just a little bit longer. Three weeks later, Bill went back to work, but things had changed, and they didn't get any better the next year. All of Bill's issues were related to his injury. It appeared that the leg and ankle breaks had not been correctly set. Bill eventually had to wear a significant leg brace and occasionally used a cane to walk.

It soon became clear that he would be unable to continue moving the heavy boxes, bags, and shipments that needed to be delivered across the organisation at his previous rate. Ken made an effort to give him as much desk work as he could, but there was still a sizable backlog of things that weren't getting delivered in a timely manner. Not long after Bill celebrated his eleventh year working for the company, some of his coworkers in the mail room, especially the newer one, started complaining to Ken about the added work they had to do. At around half Bill's income, they assert that they are working twice as hard. In roughly three months, Ken will be completing Bill's performance review. He truly wants to "tell it like it is" and fire Bill due to the production issues in his division. Bill is a non-physical profession after all, and he can no longer keep up. Ken muses over the possibility of suggesting that Bill be given a transfer. Ken is not confident that a move can be set up, though.

**Questions :**

- 1) What legal regulations apply to this situation ?
  - 2) Can Bill's supervisor legally fire Bill ?
  - 3) Should the supervisor try to terminate Bill ?
  - 4) What kinds of options does Bill's supervisor have for dealing with this matter ?  
What should Bill's supervisor do ?
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