

INDIAN INSTITUTE OF TECHNOLOGY KHARAGPUR

Department of Humanities and Social Sciences

END-SPRING SEMESTER EXAMINATION 2017-18

Sub. Name: Strategic Human Resource Management

Sub. No. HS60074

Time: 03 Hours; **Total Marks:** 50

Instructions: Answer any five questions. Each question carries equal marks.

1. Describe the role of Training & Development Strategy in providing competitive advantage to the organisations. What are the steps for creating successful training programmes?
2. What is Return on Investment (ROI) of Training ? Why it is important to measure ROI of training programmes? Describe the ROI formula and Payback calculation with example.
3. What is Strategic Performance Management? How Balanced Scorecard approach will be helpful in meeting the objectives of strategic performance?
4. Write notes on the following terms with example:
 - a. SMART Goals
 - b. Potential Appraisal
 - c. The Vitality Curve / Bell Curve
5. Describe Compensation and Reward Strategy with its objectives. Which factors influences the Compensation Policy? What innovative approach organisations have adopted in designing the compensation for retaining and attracting talents.
6. Describe the following terms used in executive compensation with example:
 - a. Merit Pay
 - b. Variable Pay
 - c. ESOP
7. “Strategic Industrial Relations bring benefits to the organisation in the long run and also an enabler for competitive advantage”. Elaborate this statement mentioning the features of sound industrial relations?