

# International Islamic University Chittagong

Department of Business Administration

Program: MBA, Summer 2022

Mid-term Exam

Course Title: Strategic HRM, Course Code: HRM5502

Time: 2 hours, Marks: 30

[N.B. Answer any three of the following questions. Answer all the parts of a single question Consecutively]

1. a) Explain how corporate strategy and business strategy are related to HR strategy. Also explain the reciprocity between business strategy and HR strategy?  
b) How are Resource-Based View, the contingency perspective, human capital theory, and Behavioral theory similar and different from each other? Which one(s) of these theories you think is more appropriate in the context of banking industry in Bangladesh? (5+5)
2. a) What determine the critical trends in environmental analysis? Explain how various demographics affect HR profoundly.  
b) How does environmental scanning contribute to the formulation and implementation of effective HR strategies? Is it essential to isolate significant environmental indicators from insignificant ones? Why? (6+4)
3. a) Compare and contrast among turnaround, divestiture, and liquidation strategies. Explain the significance of various growth strategies in the field of HRM.  
b) Explain the useful framework of the steps that are involved in strategic planning? (5+5)
4. Write short notes on: 5\*2=10
  - a) Strategic HR planning
  - b) Strategic Partnering
  - c) External Fit
  - d) Competitive Intelligence
  - e) Human capital