

STRATEGIC HUMAN RESOURCE MANAGEMENT

Subject Core (SC) Course- Human Resource Management

Course No: 304

Sem-III

MCQ's

Sr.no	MCQ's	Answer
1	HR strategy consists of A. Strategic Recruitment and Selection B. Continuous staff training and development. C. Promotion opportunities. D. All of the above	D
2.	Strategic Manager is a A. Strategic Partner B. Administrative Expert C. Employee Champion D. All of the above	D
3	The systematic process of matching the internal and external supply of people with job openings anticipated in the organization over a specified period of time is referred as A. human resource planning. B. recruitment. C. selection. D. performance appraisal.	A
4	Which human resource management function consists not only of training and development but also of individual career planning and development activities, organization development, and performance management and appraisal? A. staffing B. employee and labor relations C. training and development D. human resource development	D
5	What is the term that is designed to provide learners with the knowledge and skills needed for their present jobs? A. development	B

	<p>B. training C. career planning D. succession planning</p>	
6	<p>What task involves learning that goes beyond today's job and has a more long-term focus? A. training B. career planning C. development D. organizational development</p>	C
7	<p>An ongoing process whereby an individual sets career goals and identifies the means to achieve them is called A. succession planning. B. career development. C. career planning. D. management staffing</p>	C
8	<p>A formal approach used by the organization to ensure that people with the proper qualifications and experiences are available when needed is referred to as A. career development. B. succession planning. C. career planning. D. training.</p>	A
9	<p>What is a goal-oriented process that is directed toward ensuring that organizational processes are in place to maximize productivity of employees, teams, and ultimately, the organization? A. team management B. performance management C. organization development D. career development</p>	D
10	<p>What human resource management task is a formal system of review and evaluation of individual or team task performance? A. team training B. performance appraisal C. organizational appraisal D. team appraisal</p>	B
11	<p>What HR approach affords employees the opportunity to capitalize on their strengths and overcome identified deficiencies? A. recruitment B. staffing C. performance appraisal D. selection</p>	C

12	<p>Compensation, as described in your text, refers to</p> <p>A. total of all rewards provided employees in return for their services.</p> <p>B. the wages individuals receive each pay period.</p> <p>C. wage schedules and wage rates listed in the union contract.</p> <p>D. the internal alignment of intrinsic awards.</p>	A
13	<p>What is pay that a person receives in the form of wages, salaries, commissions and bonuses called?</p> <p>A. direct financial</p> <p>B. benefits</p> <p>C. incentives</p> <p>D. enticements</p>	A
14	<p>Compensation, as the term is used in this book, includes what rewards received as a result of employment?</p> <p>E. direct financial</p> <p>F. nonfinancial</p> <p>G. indirect financial</p> <p>H. all of the above</p>	D
	<p>The scope of human resource management includes</p> <p>a. Procurement</p> <p>b. Development</p> <p>c. Compensation</p> <p>d. all of the above</p>	D
15	<p>Which of the 'following aptly describes the role of line managers and staff advisors, namely HR professionals?</p> <p>a. Staff advisors focus more on developing HR programmes while line managers are more involved in the implementation of those programmes.</p> <p>b. Line managers are concerned more about developing HR programmes whereas staff advisors are more involved in implementing such programmes</p> <p>c. Staff advisors are solely responsible for developing, implementing and evaluating the HR programmes while line managers are not all involved in any matters concerning HR.</p> <p>d. Line managers alone are responsible for developing, implementing and evaluating the HR programmes while staff advisors are not all involved in any matters concerning HR.</p>	A
16	<p>Human resource management is the formal part of an organisation responsible for all of the following aspects of the management of human resources except:</p> <p>a. strategy development and analysis</p> <p>b. systems, processes, and procedures</p> <p>c. policy making, implementation, and enforcement</p> <p>d. management of the organisation's finances</p>	D
	<p>To address the challenges and opportunities they face organisations engage in' a process of strategic management. Strategic management is:</p> <p>a. short-term focused and composed of organisational strategy, including strategy</p>	E

	<p>formulation and implementation</p> <p>b. long-term focused and composed of the organisation's mission, vision and value statements</p> <p>c. long-term focused and composed of organisational strategy, including strategy formulation and implementation</p> <p>d. short-term focused and composed of the organisation's mission, vision and value statements</p> <p>10. Strategic human resource management involves: a. planning, foresight and analytical decision making b. setting employment standards and policies c. linking human resources with strategic objectives to improve performance d. all of the above</p>	
17	<p>Benefits of Talent Management include:</p> <p>a. A reduction in the recruitment cycle</p> <p>b. Creating a competitive advantage</p> <p>c. Improved client relations and retention</p> <p>d. (b) and (c)</p>	D
18	<p>Trends in Talent Management include:</p> <p>a. An increase in post-high school training and education in the future</p> <p>b. Management and leadership skills are seen as most valuable to modern and competitive organisations</p> <p>c. Teaching jobs are very difficult to fill</p> <p>d. all of the above</p>	D
19	<p>Most organisations for Talent Management</p> <p>a. Will have the same skills requirements for jobs in the future as jobs do not change much</p> <p>b. Experience a more disengaging workforce who are less loyal</p> <p>c. Are effective in measuring performance and productivity</p> <p>d. Have effective and pro-active talent management strategies</p>	B
20	<p>Key factors in skills development and talent management are:</p> <p>a. A broad definition of talent to ensure inclusivity and</p> <p>b. Finding a balance between staff development and making staff more employable</p> <p>c. Compliance with the EE Act</p> <p>d. Both (a) and (b)</p>	D



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