

Online Examinations (Even Sem/Part-I/Part-II Examinations 2020 - 2021)

Course Name - --Strategic Human Resource Management

Course Code -HR403

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Answer all the questions. Each question carry one mark.

9. 1. A course or principle of action adopted or proposed by an organization which makes the things happen in a systematic way:

Mark only one oval.

- Standing order
- Policy
- Rules
- Strategies

10. 2. The situation which results in putting employees on unpaid absence is classified as :

Mark only one oval.

- layoffs
- retirement buyouts
- attribution
- attrition

11. 3. SHRM develop an organizational culture that fosters

Mark only one oval.

- innovation
- flexibility
- competitive advantage
- All of the above

12. 4. During critical times, which of the followings will assist the HR department to take decisions?

Mark only one oval.

- HR policies
- HR goals
- HR objectives
- HR strategies

13. 5. Which of the following is a strategic selection method?

Mark only one oval.

- Interview
- Psychometric analysis
- Logical reasoning test
- None of these

14. 6. What is the demerit of off-the-job training:

Mark only one oval.

- It isn't always directly related to real organisational issue and need.
- The time needed to set up
- Accessibility of training
- Long term costs

15. 7. Which one is not the specific objective of human resource management?

Mark only one oval.

- Recruitment
- Selection
- Cost control
- Training

16. 8. Strategic selection process advantages include:

Mark only one oval.

- Judgment of employee
- Measurement of employee skills
- Consistency of recruitment process
- All of these

17. 9.Strategic HRM has been instrumental in:

Mark only one oval.

- Organisational effectiveness
- Appropriate training and development
- Both Organizational effectiveness and Appropriate training and development
- Neither Organizational effectiveness nor Appropriate training and development

18. 10.SHRM guides the human resource in such a way to attain the:

Mark only one oval.

- Profit
- Organisational goal
- Individual goal
- Market share

19. 11. Perception of human resource as higher risk investment is a barrier to

Mark only one oval.

- HRM
- SHRM
- HRP
- Economy

20. 12. Management's important responsibility is to find ways to reduce _____.

Mark only one oval.

- Dissatisfaction
- Uncertainty
- Stress
- None of the above

21. 13. The _____ and control systems should be altered to support the strategic human resource function

Mark only one oval.

- Appointment
- Reward
- Job allotment
- None of the above

22. 14. _____ is very essential for mergers.

Mark only one oval.

- Controlling
- Delegating
- Staffing
- Managing

23. 15. HR leaders have to be competent in the art of _____

Mark only one oval.

- Clarifying
- Handling people
- Resolving problem
- All of these

24. 16. Which of the following is more flexible in nature?

Mark only one oval.

- HRM
- HRD
- SHRM
- HCMconds

25. 17. To think strategically in SHRM is a _____ process

Mark only one oval.

- Short term
- Long term
- Continuous
- All of the above

26. 18. In strategic human resource management, HR strategies are generally aligned with

Mark only one oval.

- Business strategy
- Marketing strategies
- Finance strategy
- Economic strategy

27. 19. Treating employees as precious human resources is the basis of the _____ approach

Mark only one oval.

- Hard HRM
- Soft HRM
- Medium HRM
- None of the above

28. 20. SHRM aims to outperform its competitors in the market through

Mark only one oval.

- Price
- Product
- People
- Process

29. 21. Wright and Snell made important contribution to the growth of

Mark only one oval.

- Strategic fit model
- Strategic labour allocation process model
- Business-oriented mode
- None of the above

30. 22. For strategy in corporate level, one of the elements is:

Mark only one oval.

- Growth strategy
- Portfolio strategy
- Parenting strategy
- All of the above

31. 23. Treating employees as a production factor is the _____ version of HRM

Mark only one oval.

- Soft
- Hard
- Medium
- Indifferent

32. 24. Which of the following resources is a source of competitive edge?

Mark only one oval.

- Physical resources
- Human resources
- Organizational resources
- All of the above

33. 25. The resource that provide utility value to all other resources is _____

Mark only one oval.

- Men
- Material
- Money
- Machinery

34. 26.The term procurement stands for

Mark only one oval.

- Recruitment and selection
- Training and development
- Pay and benefits
- Health and safety

35. 27. Identify the managerial function out of the following functions of HR managers

Mark only one oval.

- Procurement
- Development
- Organizing
- Performance appraisal

36. 28. Which of the following is an example of operative function of HR managers?

Mark only one oval.

- Planning
- Organizing
- Procurement
- Controlling

37. 29. The scope of human resource management includes

Mark only one oval.

- Procurement
- Development
- Compensation
- All of the above

38. 30. A statement of employee qualifications and experiences required for satisfactory performance of defined duties and tasks:

Mark only one oval.

- Job specification
- Job description
- Job enrichment
- None of these

39. 31. Markov analysis is a:

Mark only one oval.

- Demand forecasting method
- Supply forecasting method
- All of these
- None of these

40. 32. An organization gathers information about the external world, its competitors and itself through:

Mark only one oval.

- Environmental scanning
- Investment analysis
- Data mining
- None of these

41. 33. The practice of moving employees between jobs in an organization is called

Mark only one oval.

- Job description
- Job specification
- Job rotation
- Job evaluation report

42. 34. Cohort analysis is a tool for:

Mark only one oval.

- Demand forecasting
- User engagement analysis
- Wastage analysis
- None of these

43. 35. A major internal factor that can determine the success of the recruitment programme is whether or not the company engages in _____

Mark only one oval.

- HRP
- Selection
- Induction
- None of the above

44. 36. How many stages does the recruitment process comprise of?

Mark only one oval.

- 2
- 5
- 9
- 8

45. 37. While drawing up the strategies to hire, what should one keep in mind?

Mark only one oval.

- Geographic distribution of labour markets comprising job seekers
- Make or buy employees
- Sequencing the activities in the recruitment process
- All of the above

46. 38. The process of ongoing expansion of knowledge and skill sets

Mark only one oval.

- Formal
- Informal
- Bureaucratic
- Continuous Learning

47. 39. Selection is usually considered as a _____ process.

Mark only one oval.

- Positive
- Negative
- Neutral
- None of the above

48. 40. Which of the following helps the managers with the information required to make good human resources decisions?

Mark only one oval.

- Selection
- Industrial relations
- Recruitment
- Performance appraisal

49. 41. Application blank is used to collect information about the:

Mark only one oval.

- Company
- Candidate
- Questionnaire or interview schedule
- Competitors

50. 42. Which of the following is used to measure the various characteristics of the candidate?

Mark only one oval.

- Physical test
- Psychological test
- Attitude test
- Proficiency test

51. 43. When the candidate is put to hardship during interview, it is called

Mark only one oval.

- Patterned interview
- In-depth interview
- Stress interview
- Preliminary interview

52. 44. Which of the following orders is followed in a typical selection process?

Mark only one oval.

- Test and/or interview, application form, reference check and physical examination
- Application form, test and/or interview, reference check and physical examination
- Reference check, application form, test and/or interview and physical examination
- Physical examination, test and/or interview, application form and reference check

53. 45. Identifying the right people in rival companies, offering them better terms and luring them away is popularly called as _____

Mark only one oval.

- Competition
- Acquisition
- Poaching
- None of the above

54. 46. _____ is the process of differentiating between applicants in order to identify and hire those with a greater likelihood of success in a job.

Mark only one oval.

- False negative error
- Training
- Selection
- None of the above

55. 47. Types of testing used in employee selection includes

Mark only one oval.

- Personality tests
- Ability tests
- Integrity testing
- All of the above

56. 48. Needs assessment tool benefits one of the following:

Mark only one oval.

- Assessment makes training department more accountable
- Higher training costs
- Loss of business
- Increased overtime working

57. 49. Which of these is an off - the - job training method?

Mark only one oval.

- Television
- Job rotation
- Orientation training
- Coaching

58. 50. Which of the following is a learning principle?

Mark only one oval.

- Recognition of individual differences
- Schedules of learning
- Transfer of learning
- All of the above

59. 51. Which of the following is a technique of evaluation?

Mark only one oval.

- Longitudinal or time - series analysis
- Transfer validity
- Inter - organisational validity
- None of the above

60. 52. Which of the following hinder effective training?

Mark only one oval.

- Career planning workshop
- Aggregate spending on training is inadequate
- Mentoring
- Career counselling

61. 53. Benefits of training : _____

Mark only one oval.

- Increased productivity
- Reduced accidents
- Reduced supervision
- All of the above

62. 54. Demonstration type of training method is used to train:

Mark only one oval.

- Workers
- Supervision
- Managers
- All of the above

63. 55. The following method is used to give to trainees the important information in permanent form for immediate future use:

Mark only one oval.

- Lecture methods
- Conference
- Written instructional method
- Training within the industry (TWI)

64. 56. The following is not a on the job training method:

Mark only one oval.

- Understudies
- Job rotation
- Management by objectives (MBO)
- Case study method

65. 57. Which of the following is false pertaining to training?

Mark only one oval.

- It is a short-duration exercise
- It is technical in nature
- It is primarily for managers and executives
- It is concerned with specific job skills

66. 58. In which type of analysis are corporate goals and plans compared with the existing manpower inventory to determine the training needs?

Mark only one oval.

- Organization analysis
- Operation analysis
- Individual analysis
- None of the above

67. 59. The wage that can meet only bare physical needs of a worker and his family:

Mark only one oval.

- Subsistence wage
- Fair wage
- Living wage
- Minimum wage

68. 60. Which is an external sorting algorithm?

Mark only one oval.

- Fuel allowance
- Club allowance
- Chauffeur allowance
- None of these

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