



BRAINWARE UNIVERSITY

Term End Examination 2021 - 22

Programme – Master of Business Administration

Course Name – Strategic Human Resource Management

Course Code - HR403

(Semester IV)

Time allotted : 1 Hrs.15 Min.

Full Marks : 60

[The figure in the margin indicates full marks.]

Group-A

(Multiple Choice Type Question)

1 x 60=60

Choose the correct alternative from the following :

- (1) Set of HRM procedures which makes the things happen in a systematic way:

| | |
|-------------------|---------------|
| a) Standing order | b) Policy |
| c) Rules | d) Strategies |
- (2) The situation which results in putting employees on unpaid absence is classified as :

| | |
|----------------|-----------------------|
| a) layoffs | b) retirement buyouts |
| c) attribution | d) attrition |
- (3) SHRM develop an organizational culture that fosters

| | |
|--------------------------|---------------------|
| a) innovation | b) flexibility |
| c) competitive advantage | d) All of the above |
- (4) During critical times, which of the followings will assist the HR department to take decisions?

| | |
|------------------|------------------|
| a) HR policies | b) HR goals |
| c) HR objectives | d) HR strategies |
- (5) Which of the following is a strategic selection method?

| | |
|---------------------------|--------------------------|
| a) Interview | b) Psychometric analysis |
| c) Logical reasoning test | d) None of these |
- (6) Which one is not the specific objective of human resource management?

| | |
|-----------------|--------------|
| a) Recruitment | b) Selection |
| c) Cost control | d) Training |
- (7) Strategic HRM has been instrumental in:

| | |
|---------------------------------|---|
| a) Organisational effectiveness | b) Appropriate training and development |
| c) Both (a) and (b) | d) Neither (a) nor (b) |

- a) Men
c) Money
- b) Material
d) Machinery
- (21) The characteristics of human resources are _____ in nature
- a) Homogeneous
c) Ductility
- b) Heterogeneous
d) None of the above
- (22) Which of the following is an example of operative function of HR managers?
- a) Planning
c) Procurement
- b) Organizing
d) Controlling
- (23) Supply forecasting method where compilation of the skills, education and experiences of current employees is done:
- a) Skill inventory
c) Replacement chart
- b) Succession planning
d) None of these
- (24) A statement of employee qualifications and experiences required for satisfactory performance of defined duties and tasks:
- a) Job specification
c) Job enrichment
- b) Job description
d) None of these
- (25) An organization gathers information about the external world, its competitors and itself through:
- a) Environmental scanning
c) Data mining
- b) Investment analysis
d) None of these
- (26) _____ is a method for predicting trends in unit sales, unit costs and wage expenses.
- a) Managerial judgment
c) Balanced scorecard
- b) Exponential smoothing
d) None of these
- (27) A major internal factor that can determine the success of the recruitment programme is whether or not the company engages in _____
- a) HRP
c) Induction
- b) Selection
d) None of the above
- (28) While drawing up the strategies to hire, what should one keep in mind?
- a) Geographic distribution of labour markets comprising job seekers
c) Sequencing the activities in the recruitment process
- b) Make or buy employees
d) All of the above
- (29) The process of ongoing expansion of knowledge and skill sets
- a) Formal
c) Bureaucratic
- b) Informal
d) Continuous Learning
- (30) Selection is usually considered as a _____ process.
- a) Positive
c) Neutral
- b) Negative
d) None of the above
- (31) Elimination of unsuitable candidates is called
- a) Selection
c) Interview
- b) Recruitment
d) Induction
- (32) The process of selection of employees is usually influenced by

- a) Rules and regulations
c) Principles and programmes
- b) Strategies and objectives
d) None of the above
- (33) Which of the following is used to measure the various characteristics of the candidate?
- a) Physical test
c) Attitude test
- b) Psychological test
d) Proficiency test
- (34) A way for employers to assess a candidate's inherent abilities through a variety of different testing formats.
- a) Aptitude test
c) Proficiency test
- b) Attitude test
d) Physical test
- (35) Which of the following orders is followed in a typical selection process?
- a) Test and/or interview, application form, reference check and physical examination
c) Reference check, application form, test and/or interview and physical examination
- b) Application form, test and/or interview, reference check and physical examination
d) Physical examination, test and/or interview, application form and reference check
- (36) Identifying the right people in rival companies, offering them better terms and luring them away is popularly called as _____
- a) Competition
c) Poaching
- b) Acquisition
d) None of the above
- (37) _____ is the process of differentiating between applicants in order to identify and hire those with a greater likelihood of success in a job.
- a) False negative error
c) Selection
- b) Training
d) None of the above
- (38) Process of matching characteristics of job to skills, abilities and knowledge of individual is classified as
- a) Selection yield fit
c) Person-organization fit
- b) Success-acceptance fit
d) Person-job fit
- (39) Needs assessment tool benefits one of the following:
- a) Assessment makes training department more accountable
c) Loss of business
- b) Higher training costs
d) Increased overtime working
- (40) Which of the following is a technique of evaluation?
- a) Longitudinal or time - series analysis
c) Inter - organisational validity
- b) Transfer validity
d) None of the above
- (41) Which of the following hinder effective training?
- a) Career planning workshop
c) Mentoring
- b) Aggregate spending on training is inadequate
d) Career counselling
- (42) _____ is the process of forecasting an organisations future demand for, and supply of, the right type of people in the right number.
- a) Human Resource Planning
c) Human Resource Management
- b) Recruitments
d) Human Capital Management
- (43) The following training aims to provide broad training to enable the trainee to take up a wide variety of tasks within his field of specialization:

- a) Performance Appraisal
 c) Information for goal identification
- b) HR Planning
 d) None of the above
- (56) Which of these is the main purpose of employee assessment?
- a) Making correct decisions
 c) Establish job expectations
- b) To effect promotions based on competence and performance
 d) None of the above
- (57) From the strategic point of view, an organization can be grouped as:
- a) Defenders
 c) Analysers
- b) Prospectors
 d) All of the above
- (58) Successful defenders use performance appraisal for identifying _____
- a) Staffing needs
 c) Training needs
- b) Job behavior
 d) None of the above
- (59) Analysers tend to emphasise both _____ and _____ and employee extensive training programmes
- a) Skill building and skill acquisition
 c) Strategy and behavior
- b) Current performance and past performance
 d) None of the above
- (60) In most organizations, which of the following is primarily responsible for appraising an employee's performance?
- a) Employee's direct supervisor
 c) Human resources manager
- b) Company appraiser
 d) EEO representative