

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.

[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: b) Policy a) Standing order c) Rules d) Strategies (2) The situation which results in putting employees on unpaid absence is classified as: b) retirement buyouts a) layoffs c) attribution d) attrition (3) SHRM develop an organizational culture that fosters b) flexibility a) innovation c) competitive advantage d) All of the above (4) During critical times, which of the followings will assist the HR department to take decisions? b) HR goals a) HR policies c) HR objectives d) HR strategies (5) Which of the following is a strategic selection method? a) Interview b) Psychometric analysis d) None of these c) Logical reasoning test (6) Which one is not the specific objective of human resource management? b) Selection a) Recruitment c) Cost control d) Training (7) Strategic HRM has been instrumental in:

b) Appropriate training and development

d) Neither (a) nor (b)

a) Organisational effectiveness

c) Both (a) and (b)

(8) Due to higher costs,executive level roles	are usually employed to fill senior management and	
a) Niche Recruiters	b) Headhunters	
c) In-house Recruitment	d) Employment Exchanges	
(9) SHRM guides the human resource	e in such a way to attain the:	
a) Profit	b) Organisational goal	
c) Individual goal	d) Market share	
(10) SHRM was first time evolved in t	he year	
a) 1964	b) 1974	
c) 1984	d) 1994	
(11) The primary source of competitive advantage in SHRM is		
a) People	b) Pattern	
c) Technology	d) Process	
(12) is very essential for mer	gers.	
a) Controlling	b) Delegating	
c) Staffing	d) Managing	
(13) HR leaders have to be competent	in the art of	
a) Clarifying	b) Handling people	
c) Resolving problem	d) All of these	
(14) Competitive edge comes from the	e of people	
a) Competency	b) Efforts	
c) Quality	d) Hard work	
(15) Wright and Snell made important	contribution to the growth of	
a) Strategic fit model	b) Strategic labour allocation process model	
c) Business-oriented mode	d) None of the above	
(16) Strategic management process usi	ually consists of steps	
a) Four	b) Five	
c) Six	d) Seven	
(17) For strategy in corporate level, on	ne of the elements is:	
a) Growth strategy	b) Portfolio strategy	
c) Parenting strategy	d) All of the above	
(18) The term competitive advantage s	stands for	
a) The superior market position of a in the market vis-a-vis its compe	- I ne organizational contidence level	
c) The expansion of product lines in market	n the d) None of the above	
(19) Organizations effort to gain comp	etitive edge out of HR because	
 a) HR environment is responsible f competitive advantage as it cann imitated easily by the competitor 	ot be physical resources	
c) It is easy to obtain competitive a out of HR practices	dvantage d) None of the above	
(20) The resource that provide utility value to all other resources is		

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

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

a) Demonstration	b) On-the-job training
c) Apprenticeship	d) All of the above
(44) The following is not a on the job training m	nethod:
a) Understudies	b) Job rotation
c) Management by objectives (MBO)	d) Case study method
(45) Which of the following is false pertaining to	o training?
a) It is a short-duration exercise	b) It is technical in nature
c) It is primarily for managers and executives	d) It is concerned with specific job skills
(46) In which type of analysis are corporate goal manpower inventory to determine the training	· · ·
a) Organization analysis	b) Operation analysis
c) Individual analysis	d) None of the above
(47) The lowest remuneration that an employer is work performed during a given period is call	
a) Minimum wage	b) Fair wage
c) Living wage	d) None of these
(48) is the percentage of Dearness al	llowance (DA)
a) Basic pay	b) Cost to company
c) Net pay after statutory deductions	d) None of these
(49) Straight piece-rate incentive is calculated on	n the basis of:
a) Per unit of articles produced	b) Articles produced per hour
c) Both (a) and (b)	d) Neither (a) nor (b)
(50) Strategic component of remuneration for ex	xecutives:
a) Basic pay	b) Employee Stock Options
c) Both (a) and (b)	d) Neither (a) nor (b)
(51) Strategic merging of dearness allowance with	ith basic pay is known as:
a) Merger	b) Neutralization
c) Commutation	d) None of these
(52) The contribution of each employee to ESIC	c fund is:
a) 0.75%	b) 12%
c) 4.75%	d) None of these
(53) Difference in wages between people with si industries as well as between employees wi industry – is known as:	
a) Equity of wage	b) Wage differential
c) Wage discrimination	d) None of these
(54) an allowance that's paid by an employer to making it easier for salaried employees to a metro or non-metro areas where their place	afford a place of accommodation in the
a) Conveyance allowance	b) House rent allowance
c) Dearness allowance	d) None of these
(55) is an objective based assessment magainst well-defined benchmarks.	ethod of an individual's performance

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