QUESTION BANK

STRATEGIC HUMAN RESOURCES MANAGEMENT

"GREAT VISION WITHOUT GREAT PEOPLE IS IRRELEVENT"

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STRATEGIC HUMAN RESOURCE MANAGEMENT
UNIT 1
PART-A
INTRODUCTION TO SHRM

1. What is the main focus of personnel management?
a. Employee development
b. Administrative tasks
c. Strategic planning
d. Team collaboration

2. Which era of human resource management emphasizes the welfare of employees?
a. Industrial era
b. Human relations era
c. Strategic era
d. Information era

3. What is the primary goal of strategic human resource management?
a. Cost reduction
b. Employee satisfaction
c. Aligning HR with organizational goals
d. Routine administrative tasks

4. What does the acronym HRM stand for?
a. Human Relations Management
b. Human Resource Management
c. Human Rights Management
d. Human Responsibilities Management

5. Which approach focuses on treating employees as valuable assets to achieve organizational goals?
a. Personnel approach
b. Strategic approach
c. Human relations approach
d. Administrative approach

6. What is the key characteristic of the information era in HRM?
a. Focus on automation
b. Emphasis on employee welfare
c. Centralized decision-making
d. Strict hierarchy

7. Which function of HRM involves attracting, selecting, and retaining qualified employees?
a. Training and development
b. Recruitment and selection
c. Compensation and benefits
d. Performance management

8. In which era did the concept of employee engagement become prominent in HRM?
a. Industrial era
b. Human relations era
c. Information era
d. Strategic era

9. What is the purpose of a performance appraisal in HRM?
a. Determine employee salaries
b. Assess employee performance
c. Monitor attendance
d. Conduct training programs

10. Which HRM function is responsible for maintaining a safe and healthy work environment?
a. Compensation and benefits
b. Health and safety
c. Employee relations
d. Training and development

11. Which of the following is not an advantage of strategic management?
a. It provides organizations with a clearer sense of direction and purpose
b. It helps improve the political, economic, social and technological environment of the organization
c. It helps orientate management decisions to relevant environmental conditions
d. It helps organizations be proactive rather than reactive

12. Which of the following defines what business or businesses the firm is in or should be in?
a. Business strategy
b. Functional strategy
c. corporate strategy
d. National strategy

13. What is a common barrier to effective HRM resulting from resistance?
a. Lack of technology

b. Inadequate training

c. Employee turnover

d. change resistance

14.Which barrier HRM involves the ability to attract and retain top talent?

a. Technological barriers

b. Talent management barriers

c. Cultural barriers

d. Regulatory barrier

15. What does the term "silos" refer to in the context of HRM barriers?

a. Physical barriers in the workplace

b. Lack of communication and collaboration

c. Language barriers

d. Gender-based barriers

16. Which regulatory barrier in HRM refers to laws governing the employment relationship?

a. Labor laws

b. Cultural laws

c. Technological laws

d. Economic laws

17. What is a significant technological barrier in HRM that may hinder efficiency?

a. Lack of employee training

b. Outdated HR software

c. Inadequate compensation

d. Poor communication

18. Which of the following is a cultural barrier to effective HRM?

a. Flexible work arrangements

b. Diverse workforce

c. Lack of organizational values alignment

d. Strong leadership

19. In the context of HRM, what does "skill mismatch" refer to?

a. Lack of required skills in the workforce

b. Overemphasis on employee skills

c. Inability to conduct skills assessments

d. Frequent turnover of skilled employees

20. What is a common economic barrier to HRM?
a. Employee turnover
b. Inflation
c. Technological advancements
d. Employee engagement

21. Which HRM barrier involves inadequate communication channels within the organization?
a. Cultural barriers
b. Technological barriers
c. Communication barriers
d. Talent management barriers

22. What is a potential consequence of a lack of employee engagement, a common barrier to HRM?
a. Increased productivity
b. High turnover rates
c. Effective teamwork
d. Employee satisfaction

23. The strategic management process is
a. A set of activities that will assure a temporary advantage and average returns for the firm.
b. A decision-making activity concerned with a firm's internal resources, capabilities, and Competencies, independent of the conditions in its external environment.
c. A process directed by top-management with input from other stakeholders that seeks to achieve above-average returns for investors through effective use of the organization's resources
d. The full set of commitments, decisions, and actions required for the firm to achieve above-average returns and strategic competitiveness.
Answer: The full set of commitments, decisions, and actions required for the firm to achieve above-average returns and strategic competitiveness.

24. The environmental segments that comprise the general environment typically will NOT include
a. demographic factors.
b. substitute products of services
c. socio-cultural factors.

d. technological factors.

25. Strategic management involves the ---- directing ----- controlling of a company's strategy-related decisions and actions.
a. Financing marketing
b. Planning organizing
c. Planning financing
d. Marketing planning

26. Strategic management process activate in the sequence of
a. Environmental scanning, Strategy formulation, Implementation, control and evaluation
b. Strategy formulation, Environmental scanning, Implementation, control and evaluation
c. Environmental scanning, Strategy Implementation, formulation, control and evaluation
d. Strategy formulation, Implementation, control, evaluation, Environmental scanning

27. Strategic-management audit is known as;
a. Environmental scanning
b. Strategy formulation
c. Strategy control
d. Strategy evaluation:

28. Organizing means an identifiable group of people contributing their efforts towards the attainment of same goal. It is important at the time of:
a. Environmental scanning
b. Strategy Implementation
c. Strategy formulation.
d. Strategy evaluation

29. External assessment is performed in which of the strategic management phase?
a. Strategy formulation stage
b. Strategy evaluation stage
c. Strategy implementation stage
d. All of the given options

30. Political variables have a significant effect on
a. Strategy formulation and implementation
b. Strategy formulation and evaluation

c. Strategy implementation and evaluation

d. Strategy formulation, implementation and evaluation

31. What is the central purpose of strategic evaluation?
   a. Evaluate effectiveness of strategy to achieve organizational objectives.
   b. Evaluate effectiveness of control system to measure achievements.
   c. Evaluate effectiveness of strategies to be implemented efficiently.
   d. Evaluate effectiveness of the strategy implementation process.

32. SHRM was first time evolved in the year _____
   a.1964
   b.1974
   c.1984
   d.1994

33. Advantages of outsourcing doesn't call include_____
   a. avoids over staffing
   b. avoid difference in HRM
   c. reduce cost
   d. None of these

34. _____are the resources that provides utility value of all other resources
   a. finance
   b. men
   c. machine
   d. capital

35. SHRM develop an organizational culture that fosters_____
   a. Innovation
   b. Flexibility
   c. competitive advantage
   d. All of the above

36. The primary source of competitive advantage in SHRM is _____
   a. people
   b. pattern
   c. Technology
   d. process

37. Frontline management is the _____
a. first level
b. second level
c. third level
d. sixth level

38. The term HRM as a replacement for _____
a. Personnel management
b. Supervisor management
c. Assistant management
d. Function management

39. where the first to formulate the concept of strategic HRM
a. Trichy and devana
b. Chennai
c. Trichy and Tiruvannamalai
d. none of the above

40. Fombrun, trichy and devana were the first to formulate the concept of strategic HRM in _____
a.1984
b1986
c. 1987
d.1999

41. SHRM mold the human resource in such a way to attain the ____
a. Organization goal
b. Profit
c. Individual goal
d. Market shares

42. perception of human asset as higher risk investment is a barrier to____
a. HRM
b. SHRM
c. HRP
d. economy

43. SHRM was first time evolved in the year _____
a. 1984

b. 1943

C. 1934

d. 1974

44. The primary source of competitive advantage in SHRM is _____
a. Avoid over staffing
b. Avoid difference in HRM
c. Reduce cost
d. None of the above

45. ___are the resources that provides utility value of all other resources
a. men
b. finance
c. machine
d. capital

46. Which of the following is not a component of an HRM
a. Procedure
b. Process
c. Pattern
d. People

47. SHRM develop an organizational culture that fosters _____
a. Innovation
b. flexibility
c. competitive advantage
d. all the above

48. SHRM is the linkage between the human resource strategy and _____
a. organizational goals
b. corporate level strategies
c. organizational policies
d. all of the above

49. SHRM consider people as a strategic resource for attaining _____
a. organizational goals
b. organizational objectives
c. competitive advantage
d. top position in the market

50. What is the primary purpose of the recruitment process?
a. Employee training
b. Employee selection
c. Employee termination
d. Employee motivation

51. Which of the following is not a component of the HRM process?
a. Recruitment
b. Marketing
c. Training and Development
d. Performance Appraisal

52. What is the term for the process of evaluating an employee's performance and providing feedback?
a. Recruitment
b. Training
c. Performance appraisal
d. Job analysis

53. Which of the following is an external factor influencing the compensation structure?
a. Employee skills
b. Company policies
c. Market trends
d. Job responsibilities

54. What is the purpose of an employee orientation program?
a. Employee termination
b. Employee motivation
c. Employee training and integration
d. Employee selection

55. In the context of HRM, what does the acronym "HRIS" stand for?
a. Human Resource Information System
b. High-Return Investment Strategy
c. Human Resource Integration System
d. Hiring and Recruitment Information System

56. What is the main objective of succession planning?
a. Employee motivation
b. Employee termination
c. Identifying and developing future leaders
d. Employee selection

57. Which of the following is an example of a non-monetary employee benefit?
a. Salary
b. Bonus
c. Health insurance
d. Overtime pay

58. What does the term "workplace diversity" refer to in the context of HRM?
a. The variety of tasks within a job
b. Differences among employees in terms of age, gender, ethnicity, etc.
c. The number of employees in an organization
d. The geographical dispersion of employees

59. What is the purpose of a grievance procedure in HRM?
a. Employee discipline
b. Employee motivation
c. Addressing and resolving employee complaints
d. Employee selection

ANSWERS

1.a, 2.b, 3.c, 4.b, 5.b, 6.a, 7.b, 8.d, 9.b, 10.b, 11.b, 12.c, 13.d, 14.b, 15.b, 16.a, 17.b, 18.c, 19.a, 20.b, 21.c, 22.b, 23.d, 24.b, 25.b, 26.a, 27.a, 28.a, 29.a, 30.a, 31.a, 32.a, 33.a, 34.a, 35.a, 36.a, 37.a, 38.a, 39.a, 40.a, 41.a, 42.a, 43.a, 44.d, 45.a, 46.a, 47.a, 48.a, 49.a, 50.b, 51.b, 52.c, 53.c, 54.c, 55.a, 56.c, 57.c, 58.b, 59.c

PART-B

1. What are the Objectives of SHRM?
2. What is the Difference between Traditional HRM VS SHRM
3. Explain - Evolution of SHRM.
4. Explain -The advantages of SHRM.
5. Explain -The features of SHRM.
6. What is Traditional HRM?

7. Strategic Role of HRM-Explain.

PART-C

1. Explain features and natures and SHRM
2. Explain top management and their roles and responsibilities HR
3. What are the advantages and disadvantage of SHRM
4. What are the changing roles in HR professionals?
5. Different between traditional HRM and SHRM
6. Explain the benefits of a strategic approach to HR
7. Explain the needs for SHRM
8. Explain importance of strategic human resource management
9. Explain - about roles of SHRM .
10. What is the Objectives of SHRM ?
11. What is Human Resource Management, and what role does it play within organizations?
12. How does effective HRM contribute to an organization's success and performance?
13. HRM Functions:
14. What are the primary functions or areas of focus within HRM?
15. How do these functions (recruitment, training, performance management, etc.) support the overall goals of an organization?
16. Evolution of HRM:
17. How has HRM evolved over time, and what are the key trends shaping HR practices today?
18. What are some historical milestones or shifts in HRM that have influenced its current state?
19. Challenges in HRM:
20. What are some common challenges faced by HR professionals in managing human resources effectively?
21. How do external factors like technological advancements, globalization, or changing workforce demographics impact HRM practices?
22. HRM and Organizational Culture:
23. How does HRM contribute to shaping the organizational culture?
24. What role does HR play in fostering a positive work environment and employee satisfaction?
25. Strategic Role of HRM:
26. How does HRM align with an organization's overall strategy and objectives?

27. What distinguishes strategic HRM from traditional HR functions, and why is it important?

28. Ethical Considerations in HRM:

29. What ethical dilemmas or considerations might HR professionals face in their roles?

30. How can HRM practices uphold ethical standards while managing diverse employee needs and organizational goals?

UNIT-2
MODELS OF SHRM
PART-A

1. What is the primary focus of Strategic Human Resource Management (SHRM)?
a. Daily operations
b. Long-term organizational goals
c. Employee satisfaction
d. Task completion

2. In SHRM, what does SWOT analysis stand for?
a. Strengths, Weaknesses, Opportunities, Threats
b. Strategy, Workforce, Operations, Training
c. Success, Wellness, Organization, Teamwork
d. Strategic, Workforce, Objectives, Tactics

3. Which model emphasizes the alignment between HR practices and business strategy?
a. Harvard Model
b. Resource-Based View
c. Michigan Model
d. Guest Model

4. What is the role of HR in the competitive forces model of SHRM?
a. Reducing competition
b. Shaping industry structure
c. Controlling market demand
d. Eliminating external threats

5. According to the AMO (Ability, Motivation, Opportunity) model, what contributes to high employee performance?
a. Ample resources
b. Employee commitment
c. Effective leadership
d. A, B, and C

6. Which HR strategy focuses on cost efficiency and streamlining processes?
a. Differentiation
b. Cost leadership
c. Integration
d. Innovation

7. In the context of SHRM, what does the term "fit" refer to?
a. Matching employee personalities
b. Aligning HR practices with organizational strategy
c. Adjusting work hours for employees
d. Filling vacant positions

8. What is the main goal of workforce planning in SHRM?
a. Reducing employee turnover
b. Ensuring an adequate supply of skilled workers
c. Implementing diversity initiatives
d. Increasing employee benefits

9. Which type of flexibility involves training employees to perform multiple tasks?
a. Numerical flexibility
b. Functional flexibility
c. financial flexibility
d. Temporal flexibility

10. Which approach to strategic HRM emphasizes the importance of external factors such as the economy and market conditions?
a. Contingency approach
b. Universalistic approach
c. Configurationally approach
d. Contextual approach

11. According to the Harvard Model, what are the four policy areas that HR should focus on?
a. Reward systems, selection, training, and employee relations
b. Employees, customers, shareholders, and suppliers
c. External environment, internal stakeholders, line managers, and top management
d. Situational factors, stakeholder interests, HR outcomes, and long-term consequences

12. Which HR role involves ensuring that the organization complies with labor laws and regulations?
a. Strategic partner
b. Change agent
c. administrative expert
d. Employee advocate
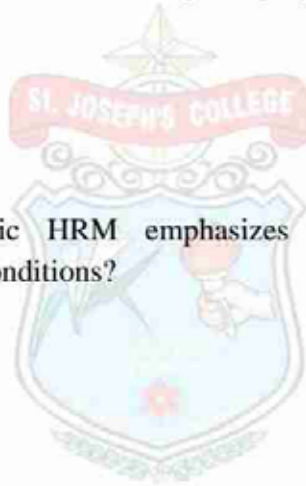
13. What is the purpose of a balanced scorecard in SHRM?
a. Evaluate financial performance
b. Measure HR effectiveness in achieving strategic goals
c. Monitor employee attendance
d. Assess customer satisfaction

14. Which of the following is a key element of the Resource-Based View (RBV) model in SHRM?
a. Benchmarking
b. Core competencies
c. Market segmentation
d. Hierarchical structure

15. What does the term "high-performance work system" refer to in SHRM?
a. A system that focuses only on financial performance
b. A set of HR practices that enhance organizational performance
c. A system that encourages low employee performance
d. A framework for strategic planning

16. In the context of SHRM, what is meant by the term "strategic fit"?
a. Aligning HR practices with organizational strategy
b. Hiring employees with similar backgrounds
c. Creating a diverse workforce
d. Implementing cost-cutting measures

17. Which level of strategic HRM involves developing HR policies that align with overall business strategy?
a. Operational level
b. Functional level
c. corporate level
d. Individual level

18. What is the primary goal of the Guest Model in SHRM?
a. Enhancing employee well-being
b. Achieving strategic integration
c. Maximizing shareholder value
d. Streamlining HR processes

19. According to the configurational approach, what is the relationship between HR practices and organizational performance?

a. Linear
b. Random
c. Contingent
d. Unrelated

20. Which of the following is a component of the "hard" version of HRM?
a. Employee empowerment
b. Collective bargaining
c. Employee involvement
d. Close monitoring of performance

21. What role does technology play in SHRM?
a. Hindrance to HR processes
b. Enhancer of administrative tasks
c. Reduces the need for workforce planning
d. Supports strategic HR initiatives

22. According to the Michigan Model, what is the role of employees in achieving organizational goals?
a. Implementing management decisions
b. Collaborating with external stakeholders
c. Defining organizational strategy
d. Influencing top management decisions

23. Which HR strategy focuses on developing unique and valuable skills within the organization?
a. Cost leadership
b. Innovation
c. Differentiation
d. Employee engagement

24. What is the purpose of HR analytics in SHRM?
a. Assess employee job satisfaction
b. Predict future HR trends
c. Calculate employee salaries
d. Monitor employee attendance

25. According to the AMO model, what does "Opportunity" refer to?
a. External factors that enable performance
b. Employee skills and knowledge

c. Motivational factors

d. Organizational structure

26. Training evaluation is measured by –

a. Goal based / Goal free / Responsive

b. Systems / professional review / quasi-legal

c. Goal based / systems / responsive

d. Both (a) + (b)

27. The term industrial relations means –

a. Relationship between Management and Labor

b. Relationship between organization and employees

c. Relationship that grows out of employment

d. All above

28. Functions of the personnel management can be described as –

a. Managerial

b. Operative

c. Developmental

d. Both (a) + (b)

e. All above

29. How the conflicts within employers and employees can be settled or prevented?

a. Voluntary method

b. Government Machinery

c. Statutory Measures

d. All the above

30. The word workers participation in management means –

a. Sharing the decision-making powers

b. Sharing the decision making with lower results of the employees

c. Sharing the day to day working with higher ranks of persons

d. Sharing the financial decision-making powers with representative of workers

31. Which kind of workers participation makes the workers as shareholders of the company?

a. Participation at Board Level

b. Participation through ownership

c. Participation through complete control

d. Participation through work councils

32. Why grievances should be redressed?
a. Affects the individual
b. Affects the management
c. Collective disputes conversion
d. All the above

33. Managerial functions, in personnel management can be –
a. Planning / Organizing / directing and controlling
b. Recruitment / placement / employment / Development and motivation
c. Compensation / maintenance of health / employers' welfare
d. Both (a) + (b) only
34. Discuss unfair management practices –
a. Noncompliance with promotional and transfer policies
b. Smooth handling of grievances
c. Timely payment of wages / salaries
d. Both (b) + (c)

35. Human resource management helps improve
a. Production
b. Productivity
c. Profits
d. Power

36. The amount of quality output for amount of input means
a. Productivity
b. Production
c. Sales increase
d. Increase in profits

37. Where ———or more workers are employed in a factory, then there shall be a
Safety Committee in the factory.
a. 100 or more workers
b. 150 or more workers
c. 200 or more workers
d. 250 or more workers

38. Deployment of which resource is difficult to master
a. Human

b. Land

c. Capital

d. Natural

39. The focus of Human Resource Management revolves around
a. Machine
b. Motivation
c. Money
d. Men

40. Quality- oriented organization primary concern centers around
a. Coordination
b. Communication
c. Human Resources
d. Discipline

41. Quality goals require alignment with
a. Production
b. Human Resources
c. Finance
d. Purchase

42. Demand for human resources and management is created by
a. Expansion of industry
b. Shortage of labor
c. Abundance of capital
d. Consumer preferences

43. Management function arises as a result of
a. Consumer preferences
b. Abundance of capital
c. Expansion of industry
d. Shortage of labor

44. Union function arises as a result of employees
a. Problem of communication
b. Longing for belonging
c. Dissatisfaction
d. Change in technology

45. Human Resource Management is primarily concerned with
a. Sales
b. Dimensions of people
c. External environment
d. Cost discipline

46. Human Resource Management aims to maximize employees as well as Organizational
a. Effectiveness
b. Economy
c. Efficiency
d. Performativity

47. The difference between human resource management and personnel management is
a. Insignificant
b. Marginal
c. Narrow
d. Wide

48. Which of the following is not a Cognitive Method of providing training?
a. Lecture
b. Coaching
c. Demonstration
d. Discussion

49. What is the purpose of an exit interview?
a) Recruitment
b) Employee motivation
c) Employee termination
d) Performance appraisal

50. Which HRM function is responsible for developing strategies to attract and retain top talent?
a. Compensation and benefits
b. Employee relations
c. Talent acquisition
d. Performance management

51.What is the primary goal of diversity training in the workplace?

a. Employee termination
b. Employee motivation
c. Eliminate bias and promote inclusivity
d. Performance appraisal

52. Which of the following is an example of a discretionary employee benefit?
a. Salary
b. Health insurance
c. Retirement plan
d. Employee discounts

53. What is the purpose of a probationary period for new employees?
a. Employee motivation
b. Employee termination
c. Employee training
d. Employee selection

54. What is the main focus of a SWOT analysis in the context of HRM?
a. Identifying employee strengths and weaknesses
b. Evaluating organizational opportunities and threats
c. Assessing employee performance
d. Developing employee goals

55. Which HRM function is responsible for managing employee relations and resolving workplace conflicts?
a. Talent acquisition
b. Compensation and benefits
c. Employee relations
d. Training and development

56. What is the purpose of a flextime schedule?
a. Employee motivation
b. Employee termination
c. Employee training
d. Allowing employees to choose their work hours within a set range

57. Which federal law in the United States provides eligible employees with up to 12 weeks of unpaid leave for certain family or medical reasons?
a. Americans with Disabilities Act (ADA)
b. Family and Medical Leave Act (FMLA)

c. Occupational Safety and Health Act (OSHA)
d. Fair Labor Standards Act (FLSA)

58. What is the purpose of a wellness program in the workplace?
a. Employee termination
b. Employee motivation
c. Employee training
d. Promoting employee health and well-being

ANSWERS

1.d, 2.c, 3.d, 4.a, 5.d, 6.d, 7.c, 8.d, 9.b, 10.d, 11.d, 12.d, 13.c, 14.b, 15.b, 16.a, 17.b, 18.b, 19.b, 20.c, 21.d, 22.b, 23.a, 24.b, 25.a, 26.d, 27.d, 28.d, 29.d, 30.b, 31.b, 32.b, 33.d, 34.d, 35.a, 36.a, 37.d, 38.a, 39.d, 40.c, 41.b, 42.a, 43.d, 44.b, 45.b, 46.a, 47.d, 48.d, 49.b, 50.c, 51.c, 52.d, 53.b, 54.b, 55.c, 56.d, 57.b, 58.d

PART-B

1. Roles in strategic human resources management.
2. Key aspects of employer branding.
3. New approaches of recruitment.
4. characteristics of employee engagement
6. HR policy implementation barrier.
7. Process of developing HR policies.
7. Retention strategies for enhancing employee work performance.
8. Need for strategic recruitment and selection.

PART-C

1. Nature of strategic human resource management.
2. Role responsibilities of top management.
3. Changing role of HR professionals.
4. Nature of HPW model
5. Nature of high commitment management HCM model.
6. Strategic resourcing meaning
7. Advantages of strategic HR planning
8. The interaction between strategic planning and human resource planning.
9. Meaning and features of human Resource policies.
10. Process of developing HR policies
11. Areas of HR policies in organization
12. HR policy implementation barriers

13. What are the key components of the cost-based model in Human Resource Accounting?
14. How does this model quantify and assign value to human capital within an organization?
15. Economic Value Models:
16. What distinguishes economic value models of HRA from cost-based models?
17. How does the economic value model assess the contribution of human capital to the organization's overall worth?
18. Monetary and Non-Monetary Measures:
19. What are the challenges and benefits associated with using monetary measures to account for human resources?
20. How can non-monetary measures (skills, knowledge, experience) be incorporated into HRA models?
21. Return on Investment (ROI):
22. How does the ROI model apply to Human Resource Accounting?
23. What factors are considered when calculating the ROI of human capital investments?
24. Balanced Scorecard Approach:
25. How does the Balanced Scorecard framework integrate human capital measures into organizational performance metrics?
26. What are the advantages of using a Balanced Scorecard approach in HRA?
27. Critiques and Limitations:
28. What are some criticisms or limitations of HRA models in accurately representing the value of human capital?
29. How can these limitations be addressed or improved upon in HRA practices?
30. Application in Decision Making:
31. How can HRA models assist in strategic decision-making processes within an organization?
32. What role does HRA play in resource allocation and workforce planning?

UNIT 3
STRATEGIC PLANNING AND COMPENSATION

1. Human resource management is normally in nature
a. Proactive
b. Reactive
c. Combative
d. none of the above

2. The human resource management functions aim at
a. Ensuring that the human resources possess adequate capital, tool, equipment and material to perform the job successfully
b. Helping the organization deal with its employees in different stages of employment
c. Improving an organization's creditworthiness among financial institutions
d. none of the above

3. Which of the 'following aptly describes the role of line managers and staff advisors, namely HR professionals?
a. Staff advisors focus more on developing HR programmes while line managers are more involved in the implementation of those programmes.
b. Line managers are concerned more about developing HR programmes whereas staff advisors are more involved in implementing such programmes.
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.
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.

Answer» A. Staff advisors focus more on developing HR programmes while line managers are more involved in the implementation of those programmes.

4 Human resource management is the formal part of an organization responsible for all of the following aspects of the management of human resources except:
A. strategy development and analysis
B. systems, processes, and procedures
C. policy making, implementation and enforcement
D. management of the organization's finances

5 Organization relies on the following sources of capital
a. Cultural, human and system capital
b. Social, cultural and human capital

c. Cultural, human and source capital

d. None of the above

6. 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

7. The balanced scorecard proposes that organizational success depends on:

a. A focus on only the internal environment of the organization

b. A constantly changing external environment

c. The belief that it is impossible to take a rationalist view of the organization to the optimal charge

d.   An ability to develop a complete list of cause-and -effect relationships driving a firm's success

9. Kochan and Barocci's (1985) model of HRM has three elements. These elements are:

a. The external environment, the internal environment and human resource management

b. HRM/lR system effectiveness, the external environment and the internal environment

c. Human resource management, the internal environment and HRM/lR system effectiveness.

d. The external environment, human resource management and HRM/lR system effectiveness

10. The critical role of the SHRM Application Tool is to:

a. Develop a better strategic management process to deal with the dynamic changing environment today's organizations face

b. Identify if the organization has enough staff, if the staff need training, if the compensation practices are appropriate, and if jobs are designed correctly

c. Identify and assess a narrow group of actions and plan how the organization can overcome resistance to change

d. Outline techniques, frameworks, and six steps that must be followed to effectively implement change in an organization

11. What are the ideas underpinning 'soft', 'e commitment', or 'high-road' HRM practices?

a. Labor needs to be treated as an asset to be invested in

b. Employees are a cost which should be minimized

c. A lack of mutuality existing between employer and employee

d. A disregard for unlocking discretionary effort

12 Which consulting company is associated with the concept of talent management?

a. Price Waterhouse Coopers

b Boston Consulting Group

c. Deloitte good

d. McKinsey

13. Which of the following is a key HR role as defined by Ulrich et al (2009)

a. Personnel administrator

b. Business ally

c. Payroll adviser

d. Organizational geographer

14. The term 'emotional labor' is associated with which author?

a. Arlie Hoch child

b. Stephen Fine man

c. David Sims

d. Yiannis Gabriel

15. What kinds of practices outlined below are typically associated with non-standard working and flexibility?

a. 9-5 working hours

b. The reduction in distinctions between standard and unsocial hours or standard extra hours

c. Premium rates for unsocial hours

d. The voluntary agreement of unsocial hours working

16. A marketing department that promises delivery quicker than the production department's ability to produce is an example of a lack of understanding of the:

a. Synergy of the business units.

b. Need to maintain the reputation of the company.

c. Organizational culture and leadership

d. Interrelationships among functional areas and firm strategies

17. XYZ Corp. is centering on the objective of low cost, high quality, on-time production by curtailing idle productive facilities and workers. The XYZ Corp. is taking advantage of a system

A. Just-In-Time (JIT)

B. Last In, First Out (UFO)

C. First In, First Out (FIFO)

D. Highly mechanized

18. Which of the following lists is comprised of support activities?

a. Human resource management, information systems, procurement, and for infrastructure

b. Customer service, information systems, technology development, and procurement

c. Human resource management, technology development, customer service, and procurement

d. Human resource management, customer service, marketing and sales, and operations

19. Although firm infrastructure is quite frequently viewed only as overhead expense, it can become a source of competitive advantage. Examples include all of the following except:

a. Negotiating and maintaining ongoing relations with regulatory bodies

b. Marketing expertise increasing a firm's revenues and enabling it to enter new markets.

c. Effective information systems contributing significantly to a firm's overall cost leadership strategy.

d. Top management providing a key role in collaborating with important customers.

20. A company's ability to meet its short-term financial obligations is measured by which of the following categories?

a. Liquidity ratios

b. Profitability ratios

c. Activity ratios

d. Leverage ratios

21. The "balanced scorecard" supplies top managers with a _____view of the business.

a. long term financial

b. detailed and complex

c. simple and routine

d. fast but comprehensive

22. In strategic human resource management, HR strategies are generally aligned with:

a. Business strategy

b. Marketing strategies

c. Finance strategy

d. Economic strategy

23. Which of the following is closely associated with strategic human resource management?

a. Efficient utilization of human resources

b. Attracting the best human resources
c. Providing the best possible training
d. All of the above

24. Treating employees as precious human resources is the basis of the approach.
a. hard HRM
b. soft HRM
c. medium HRM
d. none of the above

25. Strategic management process usually consists of __ steps
a. Four
b. Five
c. Six
d. Seven

26. Creating an environment that facilitates a continuous and two-way exchange of information between the superiors and the subordinates is the core of:
a. High involvement management model
b. High commitment management model
c. High performance management model
d. none of the above

27. Procedures provide for an important element of consistency in managerial?
a. Direction
b. Strategy
c. Recruitment
d. Decision-making

28. Why has the bureaucratic form of organization been fundamentally questioned?
a. The pressures of globalization have rendered it unsuitable.
b. Organizations are experiencing acute pressure to change and pursue innovation as a means of securing business growth.
c. Organizations have grown so large that it is almost impossible to create an effective bureaucracy to manage them.
d. Information Technology has made it redundant.

29.The most pertinent criticism of the empowerment concept concerns
a. the balance between customers' wishes and efficiency.
b. the limited evidence for any shift towards a substantially more empowered workforce.
c. the over-empowerment of employees

d. the limited theorizing of the concept.

30. Selection is concerned with:
a. The activity to select a suitable pool of candidates.
b. Always being stimulated by the departure of an employee.
c. Always ascertaining a candidate's personality to ensure a suitable fit.
d. Applying appropriate techniques and methods to select a candidate.

31. What do rational processes to recruitment and selection typically ignore?
a. Labor market demand
b. Wages
c. The time it takes to get to work
d. The use of power and micro politics by managers

32. Which is the most popular method of recruiting applicants to jobs?
a. Radio and TV advertisement
b. Corporate website
c. Employee referral schemes
d. Commercial job boards

33. Which selection method remains the most used by organizations?
a. Interviews
b. Ability tests
c. References
d. A trial period

34. Which items below are' forms of perceptual errors made during the selection process?
a. Like-me judgments
b. A candidate's time-keeping
c. The interview setting
d. The time of day

35. Which of the below is a form of interview used in candidate selection?
A. The appraisal interview
B. The competency-based interview
C. The disciplinary interview
D. The return-to-work interview

36. The interview is used as a method for determining:

a. The personality of the candidate
b. The degree of fit between the applicant and the demands of the job.
c. His/her age.
d. Physical attributes

37. According to the Leitch Review of Skills (2006), the ability of firms to succeed in the face of growing international competition depends increasingly on;
a. Work culture
b. Relaxed legal system
c. Good infrastructure
d. Skilled labor

38. What is the main reason employers give why employees are not fully proficient?
a. Lack of experience
b. Over qualified
c. Lack of numeracy skills
d. Lack of literacy skills

39. Which of the stages below are part of the Systematic Training Cycle?
a. Analyze operating conditions
b. Design training
c. Deliver on time
d. Evaluate customer feedback

40. What is the main disadvantage of off-the-job learning?
a. It isn't always directly related to real organizational issues and needs
b. The time needed to set up
c. Accessibility for those training
d. Long term costs

41. A cultural view of learning considers the values and norms Communities through:
a. Myths, legends and proverbs
b. Music, song and dance
c. Rituals, language and religion
d. Talk, practices and stories

42. What is a 'communities of practice' approach to

organizational learning?
a. An approach that focuses on practicing 'best practice'
b. An approach that focuses on the values, beliefs and norms of a social group
c. An approach that focuses on the skills embedded within the group
d. An approach that has a clear set of defined practices to use all situations

43. Chase's study (1997) identified what issue as being the biggest obstacle to creating a knowledge creating company?
a. Limited resources for training and development
b. Organizational culture
c. Failure of management
d. Inability to access learning material

44. What is the most common form of organizational intervention designed to improve employee wellbeing?
a. Secondary and tertiary
b. Primary
c. Variable
d. Best-fit

45. What are the main aims of Employee Assistance Programmers?
a. To alter the organizational culture
b. To address team and individual performance and well-being in the workplace
c. To focus the attention of employees to the power structures of an organization
d. To establish effective methods of care and support for 'everyone in an organization

46. How does the selection of an international assignee usually take place?
a. Formal interview process with internal staff.
b. Informal discussion based on chance conversations wit internal staff.
c. Informal discussion between each member of a specific team.
d. Formal recruitment process that includes internal and external candidates

47. How can HRM help to build successful cross-border alliances?

a. By ensuring that organizations spend 25% of their budgets on cross-border alliances

b. By ensuring that a strategy is in place before embarking on a cross-border alliance

c. By ensuring that organizations export their ideas to other societies and cultures

d. By ensuring that international joint ventures are staffed by high-quality managers

48.Which of the following techniques are not connected with human resource planning?
a. succession planning
b. management of change
c. simple linear regression
d. Markov matrix analysis

49. Which of the following is NOT a common criticism of using personality tests in selection?
a. Good performers in the same job may have different personalities
b. There are no reliable instruments with which to assess personality
c. An individual's personality can vary with circumstances
d. Candidates can fake the answers, so giving a misleading impression

50.Which type of interview is structured and uses a predetermined
Set of questions for all candidates?
a. Behavioral interview
b. Panel interview
c. Unstructured interview
d. Structured interview

51.Which performance appraisal method involves comparing the
employee's performance to that of their peers?
a. Graphic rating scale
b. Forced ranking
c. 360-degree feedback
d. Behaviorally anchored rating scales (BARS)

52.What is the purpose of a confidentiality agreement in HRM?

a. Protecting employee privacy
b. Restricting employee communication
c. Preventing workplace discrimination
d. Establishing employee expectations

53. Which term refers to the process of attracting a diverse pool of qualified job applicants?

a. Job analysis
b. Employee branding
c. Employee referral
d. Diversity recruiting

54. Environmental Trends:

a. Increased use of artificial intelligence
b. Employee motivation
c. Workplace diversity
d. None of the above

55. Human Resource Challenges:

a. Employee motivation
b. Succession planning
c. Employee recognition
d. None of the above

56. Environmental Trends:

a. Changing demographics
b. Workplace safety
c. Employee training
d. None of the above

57. Human Resource Challenges:

a. Employee on boarding
b. Workplace flexibility
c. Employee satisfaction

d. None of the above

58. Environmental Trends:
a. Shift towards remote work
b. Employee benefits
c. Job design
d. None of the above

59. Human Resource Challenges:
a. Employee discipline
b. Workplace harassment
c. Employee engagement
d. None of the above

60. Environmental Trends:
a. Changing consumer preferences
b. Job analysis
c. Employee retention
d. None of the above

61. Human Resource Challenges:
a. Workplace safety
b. Compensation trends
c. Job satisfaction
d. None of the above

62. Environmental Trends:
a. Employee turnover
b. Increased use of renewable energy
c. Employee recognition
d. None of the above

63. Human Resource Challenges:
a. Employee training and development
b. Workplace diversity
c. Employee motivation
d. None of the above

ANSWERS

1.a, 2.b, 3.a, 4.d, 5.b, 6.d, 7.d, 8.a, 9.d, 10.a, 11.a, 12.d, 13.b, 14.a, 15.b, 16.d, 17.a, 18.d, 19.b, 20.a, 21.d, 22.a, 23.d, 24.b, 25.b, 26.a, 27.d, 28.b, 29.b, 30.d, 31.d, 32.d, 33.a, 34.a, 35.b, 36.b, 37.d, 38.a, 39.b, 40.a, 41.d, 42.b, 43.b, 44.a, 45.b, 46.b, 47.d, 48.b, 49.b, 50.d, 51.d, 52.a, 53.d, 54.a, 55.c, 56.a, 57.b, 58.a, 59.b, 60.a, 61.a, 62.b, 63.a

PART-B

1. What is the Objectives of resourcing strategy ?
2. Briefly explain strategic recruitment and selection.
3. Explain employee relations strategy.
4. Difference between strategic planning and human resource planning .

PART-C

1. Advantages of SHRM planning
2. Explain HRD and process of Human Resource Development (HRD).
3. Briefly explain employee development and growth
4. Explain Retention strategies for enhancing Employee Work Performance

UNIT- 4
HUMAN RESOURCE POLICIES
PART-A

1. What is the purpose of a probationary period in employment?
a. Rewarding employee loyalty
b. Testing employee skills and fit
c. Ensuring long vacations for new hires
d. Skipping the on boarding process

2. Which HR policy is designed to manage conflicts of interest between personal and professional relationships in the workplace?
a. Nepotism policy
b. Extravagance policy
c. Favoritism policy
d. Friendship policy

3. What is the primary purpose of a remote work policy?
a. Eliminate flexible work options
b. Specify guidelines for employees working from locations other than the office
c. Encourage constant surveillance of remote employees
d. Prohibit employees from using technology outside the office

4. In HR terms, what does the acronym "PTO" stand for?
a. Performance Tracking Overview
b. Personal Time Off
c. Professional Training Opportunities
d. Paid Time Off

5. Which policy helps employees understand the rules governing the use of social media in the workplace?
a. Communication policy
b. Internet usage policy
c. Socialization policy
d. Media control policy

6. What is the primary purpose of a "Whistleblower Protection Policy"?
a. Encourage gossip
b. Protect employees reporting unethical behavior
c. Promote favoritism
d. Ignore employee concerns

7. What does the term "Flextime" refer to in HR policies?
a. Fixed working hours for all employees
b. Flexible work schedules for employees
c. Mandatory overtime for all staff
d. Unlimited time off for employees

8. In HR, what does the acronym "ADA" stand for?
a. American Diversity Act
b. Appraisal and Development Assessment
c. Americans with Disabilities Act
d. Accredited Diversity Assessment

9. What is the primary objective of a "Conflict of Interest Policy"?
a. Promote conflicts among employees
b. Clarify job responsibilities
c. Manage personal and professional relationships
d. Ignore conflicts in the workplace

10. What is the purpose of a "Non-Discrimination Policy"?
a. Encourage biased hiring practices
b. Ensure fair treatment of employees
c. Promote favoritism
d. Exclude certain groups of employees

11. Which policy focuses on the proper use and protection of company information?
a. Confidentiality policy
b. Communication policy
c. Collaboration policy
d. Creativity policy

12. What is the purpose of a "Drug-Free Workplace Policy"?
a. Encourage substance abuse among employees
b. Promote a healthy work-life balance
c. Ensure a safe and productive work environment
d. Ignore substance abuse issues

13. Which policy outlines the procedures for addressing employee grievances?
a. Discipline policy
b. Grievance procedure
c. Compensation policy
d. Attendance policy

14. What is the primary goal of a "Training and Development Policy"?

a. Stagnate employee growth
b. Enhance employee skills and knowledge
c. Discourage learning opportunities
d. Ignore employee development

15. Which policy addresses the use of personal devices for work purposes?
a. Technology restriction policy
b. Mobile device policy
c. Device freedom policy
d. Personal gadget policy

16. What is the purpose of a "Telecommuting Policy"?
a. Encourage in-person collaboration
b. Specify guidelines for remote work
c. Discourage flexible work options
d. Ignore technological advancements

17. In HR terms, what does the acronym "EEO" stand for?
a. Employee Evaluation Overview
b. Equal Employment Opportunity
c. Employee Engagement Outlook
d. Employment Ethics and Oversight

18. What is the primary goal of an "Employee Assistance Program (EAP)"?
a. Limit employee benefits
b. Provide support for employees' personal and professional challenges
c. Ignore employee well-being
d. Encourage competition among employees

19. Which policy helps manage relationships between employees and their supervisors?
a. Subordination policy
b. Reporting policy
c. Chain of command policy
d. Supervisor relationship policy

20. What does the term "BYOD" stand for in the context of HR policies?
a. Bring Your Own Desk
b. Business Yearly Operating Directive
c. Bring Your Own Device
d. Business Yield and Operational Development

21. What is the primary objective of a "Layoff and Recall Policy"?
a. Encourage employee retention

b. Specify procedures for termination and rehiring

c. Discourage workforce planning

d. Ignore economic challenges

22. What is the purpose of a "Workplace Violence Prevention Policy"?

a. Promote aggressive behavior

b. Ignore safety concerns in the workplace

c. Prevent and address potential violent incidents

d. Encourage confrontations among employees

23. Which policy addresses issues related to employee breaks and meal periods?

a. Break time policy

b. Lunch break regulation

c. Mealtime guidelines

d. Rest period policy

24. What is the primary purpose of an "Exit Interview Policy"?

a. Discourage employee feedback

b. Assess employee satisfaction

c. Ignore reasons for employee departure

d. Collect feedback from departing employees

25. Which policy is designed to address issues related to employee attire and grooming?

a. Fashion statement policy

b. Dress code policy

c. Appearance guidelines

d. Grooming policy

26. What is the primary purpose of a "Code of Ethics" in HR?

a. Promote unethical behavior

b. Outline principles guiding ethical conduct

c. Encourage favoritism

d. Ignore ethical considerations

Answer: b. Outline principles guiding ethical conduct

27. In HR, what does the term "COBRA" stand for?

a. Cooperative Benefits and Retirement Agreement

b. Consolidated Omnibus Budget Reconciliation Act

c. Continuous Onboarding and Benefits Adjustment

d. Corporate Obligations for Benefits Retention Act

28. What is the primary objective of a "Performance Improvement Plan (PIP)"?

a. Encourage poor performance

b. Discourage employee growth
c. Address and improve subpar performance
d. Ignore performance issues

29. Which policy addresses the use of personal vehicles for work-related purposes?
a. Vehicle Usage Policy
b. Transportation Guidelines
c. Personal Car Utilization
d. Commuting Policy

30. What is the purpose of a "Flex Spending Account (FSA)" policy?
a. Encourage rigid spending
b. Provide tax-advantaged accounts for healthcare expenses
c. Ignore employee financial needs
d. Promote unnecessary expenses

31. Which policy addresses issues related to employee breaks and rest periods?
a. Breaktime Guidelines
b. Rest and Relaxation Policy
c. Employee Rest Periods
d. Break and Recovery Plan

32. What is the primary goal of a "Succession Planning Policy"?
a. Discourage career advancement
b. Address current workforce needs only
c. Identify and develop future leaders within the organization
d. Ignore workforce planning

33. What does the term "Onboarding" refer to in HR?
a. Employee off-boarding process
b. Initial orientation and training of new employees
c. Remote work policies
d. Performance evaluation

34. Which policy outlines procedures for employee discipline?
a. Reward and Recognition Policy
b. Discipline and Termination Guidelines
c. Positive Reinforcement Plan
d. Employee Punishment Policy

35. What is the purpose of a "Technology Usage Policy"?

a. Encourage misuse of company technology
b. Discourage technological advancements
c. Specify guidelines for the appropriate use of technology
d. Ignore advancements in workplace technology

36. What is the primary purpose of a "Remote Work Agreement"?
a. Discourage remote work options
b. Specify terms and conditions for remote work
c. Ignore technology advancements
d. Promote in-person collaboration

37. In HR, what does the term "HIPAA" stand for?
a. Human Inclusion and Professional Advancement Act
b. Health Insurance Portability and Accountability Act
c. Hiring and Personnel Assessment Act
d. Hostile Incidents Prevention and Assurance Act

38. What is the primary goal of a "Workplace Safety Policy"?
a. Encourage unsafe practices
b. Ignore safety concerns in the workplace
c. Ensure a safe and healthy work environment
d. Promote workplace hazards

39. Which policy addresses issues related to employee time-off requests?
a. Vacation Policy
b. Time-Wasting Prevention Plan
c. Leave of Absence Guidelines
d. Break and Relaxation Policy

40. What does the term "ADA Accommodations" refer to in HR?
a. Additional Daily Assignments
b. American Diversity Awards
c. Americans with Disabilities Act Accommodations
d. Adverse Discrimination Allegations

41. What is the purpose of a "Flexible Spending Account (FSA)" policy?
a. Discourage financial flexibility
b. Provide tax-advantaged accounts for various expenses
c. Promote rigid spending habits
d. Ignore employee financial needs

42. Which policy addresses procedures for employee promotions?
a. Promotion Policy
b. Career Advancement Guidelines
c. Raise and Rise Plan
d. Elevate Your Career Protocol

43. What is the primary goal of a "Professional Development Policy"?
a. Stifle employee growth
b. Discourage learning opportunities
c. Enhance employee skills and knowledge
d. Ignore employee development

44. What does the term "FLSA" stand for in HR?
a. Federal Labor and Salary Agreement
b. Fair Labor Standards Act
c. Flexible Leave and Sick Absence
d. Family and Life Support Allowance

45. Which policy addresses procedures for employee termination?
a. Termination and Severance Policy
b. Employee Removal Protocol
c. Dismissal and Departure Plan
d. Farewell and Goodbye Guidelines

46. In HR, what does the term "HRIS" stand for?
a. Human Resources Investigation System
b. Human Resource Information System
c. Hiring and Recruitment Information System
d. High-Return Investment Strategy

47. What is the purpose of a "Non-Retaliation Policy"?
a. Encourage retaliation among employees
b. Protect employees reporting violations from retaliation
c. Promote negative workplace culture
d. Ignore employee concerns

48. Which policy outlines procedures for employee promotions?
a. Career Advancement Guidelines
b. Promotion Policy
c. Elevate Your Career Protocol
d. Raise and Rise Plan

49. What is the primary goal of a "Performance Appraisal Policy"?

a. Avoid employee feedback
b. Assess and recognize employee performance
c. Discourage performance evaluations
d. Ignore employee achievements

50. Which policy addresses procedures for employee training and development?
a. Training and Development Guidelines
b. Employee Learning Protocol
c. Continuous Training and Growth Plan
d. Professional Development Policy

51. What is the primary purpose of an Equal Employment Opportunity (EEO) policy?
a) Employee termination
b) Ensuring fair treatment and opportunities for all employees
c) Employee motivation
d) Compensation management

52. Which policy addresses the guidelines for employee behavior in the workplace?
a) Compensation policy
b) Code of conduct policy
c) Diversity and inclusion policy
d) Recruitment policy

53. What does a Whistleblower Policy aim to protect?
a. Employee termination
b. Employees reporting unethical behavior or violations
c. Employee motivation
d. Compensation management

54. Which policy outlines the organization's stance on providing a safe and healthy work environment?
a. Workplace Safety Policy
b. Compensation policy
c. Employee motivation policy
d. Diversity and inclusion policy

55. What is the purpose of a Telecommuting Policy?
a. Employee termination
b. Establishing guidelines for remote work
c. Employee motivation
d. Compensation management

56.Which policy is designed to prevent discrimination and promote a diverse workforce?
a. Compensation policy
b. Recruitment policy
c. Diversity and Inclusion policy
d. Employee motivation policy

57.What does a Non-Discrimination Policy typically address?
a. Compensation management
b. Equal treatment of employees regardless of characteristics such as race or gender
c. Employee motivation
d. Employee termination

58.Which policy outlines the rules and procedures for employee leave, such as vacation and sick leave?
a. Compensation policy
b. Leave Policy
c. Recruitment policy
d Employee motivation policy

59.What is the primary purpose of a Harassment Prevention Policy?
a. Compensation management
b. Employee termination
c. Creating a workplace free from harassment
d. Employee motivation

60.Which policy typically addresses the rules and expectations related to the use of company resources, such as computers and email?
a. Compensation policy
b. Code of conduct policy
c. Information Technology (IT) policy
d. Employee motivation policy

61.What is the purpose of a Conflict of Interest Policy?
a. Employee termination
b. Addressing and managing potential conflicts between personal and professional interests
c. Employee motivation
d. Compensation management

62.Which policy outlines the rules and procedures for employee performance evaluations?

a. Recruitment policy
b. Compensation policy
c. Performance Management policy
d. Employee motivation policy

63.What does a Flexible Work Arrangements Policy aim to promote?
a. Compensation management
b. Employee termination
c. Employee motivation
d. Work-life balance and flexibility in work schedules

64.Which policy addresses the rules and guidelines for employee dress code and appearance?
a Compensation policy
b. Dress Code policy
c. Employee motivation policy
d. Recruitment policy

65.What is the primary focus of a Social Media Policy?
a. Compensation management
b. Regulating employee social media usage in connection with the company
c. Employee termination
d. Employee motivation

66. What is the primary purpose of human resource policies?
a. Increase profits
b. Enhance employee satisfaction
c. Ensure legal compliance
d. All of the above

67. Which of the following is not a typical component of an employee handbook?
a. Code of conduct
b. Mission statement
c. Emergency procedures
d. Employee benefits enrollment forms

68. What is the purpose of an anti-harassment policy in the workplace?
a. Encourage harassment
b. Prevent harassment
c. Ignore harassment complaints

d. None of the above

69. Which policy governs the rules and regulations regarding employee use of company-provided electronic devices and internet access?
a. Social media policy
b. Bring Your Own Device (BYOD) policy
c. Acceptable Use Policy (AUP)
d. Email policy

70. What does the term "at-will employment" mean?
a. Employees can work at their own pace
b. Either the employer or employee can terminate the employment relationship at any time
c. Employees work only when they feel like it
d. Employees are guaranteed lifetime employment

71. What is the purpose of a dress code policy?
a. Ensure all employees wear the same outfit
b. Reflect company culture
c. Allow employees to wear anything they want
d. Only apply to executive-level employees

72. In the context of HR, what does FMLA stand for?
a. Family and Medical Leave Act
b. Fair Labor Management Act
c. Federal Maternity and Leave Agreement
d. Flexible Management and Leave Act

73. Which policy addresses the guidelines for reimbursing employees for business-related expenses?
a. Travel and Expense Policy
b. Compensation Policy
c. Employee Recognition Policy
d. Health and Safety Policy

74. What is the purpose of a diversity and inclusion policy?
a. Promote discrimination
b. Exclude certain groups of people
c. Create a workplace that values and respects differences
d. None of the above

75. What is the primary purpose of a performance evaluation policy?
a. Determine employee salaries
b. Assess employee job performance
c. Assign tasks to employees
d. Select employees for layoffs

76. What does COBRA stand for in the context of employee benefits?
a. Consolidated Omnibus Budget Reconciliation Act
b. Comprehensive Occupational Benefits Reimbursement Act
c. Corporate Operations and Benefits Reduction Act
d. Cooperative Benefits Reimbursement Agreement

77. What is the purpose of a whistleblowing policy?
a. Encourage unethical behavior
b. Protect employees who report misconduct
c. Punish employees for reporting wrongdoing
d. None of the above

78. Which policy outlines the guidelines for employee promotions and career development?
a. Compensation Policy
b. Training and Development Policy
c. Promotion and Advancement Policy
d. Recruitment Policy

79. What is the purpose of a remote work policy?
a. Prohibit employees from working remotely
b. Establish guidelines for employees working outside the office
c. Encourage employees to work from home permanently
d. None of the above

80. Which law prohibits discrimination on the basis of race, color, religion, sex, or national origin?
a. Americans with Disabilities Act (ADA)
b. Age Discrimination in Employment Act (ADEA)
c. Title VII of the Civil Rights Act
d. Family and Medical Leave Act (FMLA)

81. What is the purpose of a non-disclosure agreement (NDA) in the workplace?
a. Encourage employees to share confidential information
b. Prohibit employees from disclosing certain information

c. Promote open communication
d. None of the above

82. Which policy outlines the guidelines for addressing conflicts of interest among employees?
a. Code of Conduct
b. Conflict Resolution Policy
c. Ethics Policy
d. Whistleblowing Policy

83. What is the primary purpose of a drug-free workplace policy?
a. Encourage drug use among employees
b. Ensure a safe and healthy work environment
c. Ignore drug-related issues
d. None of the above

84. What is the purpose of a flexible work schedule policy?
a. Mandate fixed working hours for all employees
b. Allow employees to choose their own working hours
c. Discourage work-life balance
d. None of the above

85. What is the primary goal of a health and safety policy?
a. Increase workplace accidents
b. Ensure a safe and healthy work environment
c. Promote unsafe practices
d. None of the above

86. Which policy addresses the guidelines for social media usage by employees?
a. Internet Usage Policy
b. Code of Conduct
c. Social Media Policy
d. Acceptable Use Policy

87. What is the purpose of a telecommuting policy?
a. Discourage employees from working remotely
b. Establish guidelines for employees working from home
c. Promote long commutes
d. None of the above

88. Which law governs minimum wage and overtime pay in the United States?
a. Americans with Disabilities Act (ADA)
b. Fair Labor Standards Act (FLSA)
c. Occupational Safety and Health Act (OSHA)
d. Equal Pay Act (EPA)

89. Question: What is the primary purpose of performance appraisal?
a. Employee punishment
b. Employee development
c. Salary reduction
d. Hiring decisions

90. Question: Which of the following is NOT a commonly used performance appraisal method?
a. Graphic Rating Scale
b. 360-degree feedback
c. SWOT analysis
d. Behaviorally Anchored Rating Scales (BARS)

91. Question: What is the 360-degree feedback method?
a. Evaluation by supervisors only
b. Evaluation by peers, subordinates, and superiors
c. Evaluation by the employee only
d. Evaluation by external consultants only

92. Question: Which factor is typically NOT considered in performance appraisal?
a. Job knowledge
b. Interpersonal skills
c. Marital status
d. Communication skills

93. Question: What is a self-appraisal?
a. Evaluation by peers
b. Evaluation by supervisors
c. Evaluation by the employee themselves
d. Evaluation by external consultants

94. Question: What is the purpose of a performance improvement plan (PIP)?
a. To reward high performers

b. To identify areas for employee growth
c. To terminate underperforming employees
d. To assess organizational performance

95. Question: Which type of bias occurs when recent performance influences the overall appraisal?
a. Recency bias
b. Halo effect
c. Leniency bias
d. Central tendency

96. Question: What does SMART stand for in goal setting?
a. Specific, Measurable, Achievable, Relevant, Time-bound
b. Simple, Meaningful, Attainable, Realistic, Timely
c. Strategic, Measurable, Aspirational, Relevant, Time-sensitive
d. Specific, Motivating, Achievable, Reflective, Timeless

97.Question: Which of the following is a potential drawback of forced ranking?
a. Encourages collaboration
b. Creates a competitive environment
c. May lead to demonization and resentment
d. Fosters teamwork

98. Question: What is the purpose of a calibration meeting in the performance appraisal process?
a. To calibrate performance metrics
b. To align performance ratings across different evaluators
c. To set performance goals
d. To conduct employee training

99. Question: Which performance appraisal method assesses employee behavior in various job-related situations?
a. Graphic Rating Scale
b. Critical Incident Method
c. Behaviorally Anchored Rating Scales (BARS)
d. Management by Objectives (MBO)

ANSWERS

1.b, 2.a, 3.b, 4.d, 5.b, 6.b, 7.b, 8.c, 9.c, 10b, 11.a, 12.c, 13.b, 14.b, 15.b, 16.b, 17.b, 18.b, 19.c, 20c, 21.b, 22.c, 23.d, 24.d, 25.b, 26.b, 27.b, 28.c, 29.a, 30.b, 31.c, 32.c, 33.b, 34.b, 35.c, 36.b, 37.b, 38.c, 39.a, 40.c, 41.b, 42.a, 43.c, 44.b, 45.a, 46.b, 47.b, 48.b, 49.b, 50.d, 51.b, 52.b, 53.b, 54.a, 55.b, 56.c, 57.b, 58.b, 59.c, 60.c, 61.b, 63.d, 64.b, 65.b, 66.c, 67.d, 68.d, 69.c, 70.b, 71.b, 72.a, 73.a, 74.c, 75.b, 76.a, 77.b, 78.c, 79.b, 80.c, 81.b, 82.a, 83.b, 84.b, 85.b, 86.c, 87.b, 88.b, 89.b, 90.c, 91.b, 92.c, 93.c, 94.c, 95.a, 96.a, 97.c, 98.b, 99.c

PART-B

1. Explain about Human Resource Policies?
2. Explain Meaning and Features of HR Policies?
3. Write the importance of Human Resource Policies?
4. Define the purpose of HR Policies?
5. Write the process of developing HR Policies?
6. Explain the factors affecting the HR Policies?
7. What are the areas of HR Policies in an organization?
8. Explain the requisites of sound HR Policies?

PART-C

1. Define HR Policies and explain the features of HR Policies?
2. Explain the areas of Human Resource Policies in an organization?
3. Explain the requirements and selection of HR Policies?
4. Define the policies in training and development?
5. Explain the performance of appraisal in HR Policies?
6. Write the compensation that are used in Human Resource Policies?
7. Explain the promotion of HR Policies?
8. Explain Human Resource Policies of outsourcing strategy?
9. Define the Retrenchment of Human Resource Policies?
10. How to implement the barriers of Human Resource Policies?
11. What are the barriers that effects the implementation of HR Policies?
12. Explain the ways to overcome the barriers in HR Policies?

UNIT 5
LATEST TRENDS IN STRATEGIC HRM
PART-A

1. Human Resource departments are_____
a. line departments
b. authority department
c. service department
d. functional department

2. What is human factor?
a. Micro and macro issues of socioeconomic factor.
b. Interrelated Physiological, Psychological and Socio-ethical aspects of human being.
c. The entire concept of human behavior
d. None of the above.

3. Job Analysis is a systematic procedure for securing and reporting information defining a _____.
a. Specific job
b. Specific product
c. Specific service
d. All of these

4. What are the factors responsible for the growth of HRM?
a. Development of scientific management and awakened sense of social responsibility.
b. The problem of how the available human resource could effectively minimize the cost and maximize the production.
c. Technical factors, awakening amongst workers, attitude of the government, cultural and social system.
d. All the above.

5. Which among the followings describe the skills that are available within the company?
a. Human Resource inventory
b. HRIS
c. Skills inventory
d. Management inventories

6. Who has defined personnel management as a field of management which has to do with planning and controlling various operative functions of procuring, developing, maintaining and utilizing labor force?

a. Harold Koontz
b. Glueck
c. Michael Jucius
d. Flippo

7. Resources and capabilities that serve as a source of competitive advantage for a firm over its rivals are called _____.
a. core competency
b. core competence
c. competitive advantage
d. competency

8. Human Resource planning is compulsory for _____.
a. Effective employee development programme
b. Base for recruitment
c. Base for selection policy
d. All of these

9. Job analysis, HR planning, recruitment, selection, placement, inductions and internal mobility are few important functions which come under the heading of_____ of HRM.
a. integration function
b. development
c. maintenance
d. procurement function

10. Directing is one of the important functions of HRM which comes under_____.
a. managerial function
b. operative function
c. technical function
d. behavioral function

11. Whom does Human relation approach refer to?
a. Worker, who should be given humanly treatment at work.
b. Mutual cooperation between employer and employee in solving the common problems.
c. Integration of people into a work situation that motivates them to work together to achieve productivity and also economic, psychological and social satisfaction.
d. None of the above.

12. Which of the following is a method of collection of information for job analysis?
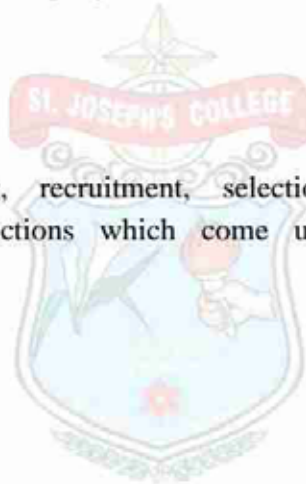
a. Questionnaire method
b. Ratio analysis
c. Optimization models
d. Trend analysis

13. _____ provides information on the human attributes in terms of education, skills, aptitudes, and experience necessary to perform a job effectively.
a. job description
b. job specification
c. job analysis
d. job evaluation

14. Who laid the foundation of HRM practice?
a. Elton Mayo
b. Roethlisberger and Dickinson
c. Peter Drucker and Douglas McGregor
d. David C. McClelland.

15. How HRM has become a highly specialized job?
a. It is concerned with obtaining and maintaining a satisfied work force.
b. It maximizes the output and satisfaction of the employees.
c. Promote group satisfaction and individual development.
d. Optimum utilization of man-power by motivation and improving the efficiency.

16. Job specification includes _____.
a. Physical characteristics
b. Psychological characteristics
c. Personal characteristics
d. all of these

17. TQM's major emphasis is on_____
a. Product quality
b. Company profitability
c. Customer delight
d. Employee training

18. Ability to perform exceptionally well and increase the stock of targeted resources within the firm is called _____.
a. productivity
b. efficient

c. effective
d. competency

19. What is the scope of HRM?
a. Training and development of employees for their growth.
b. Maintenance of good industrial relations and workers' high morale for higher productivity
c. Further researches in behavioral science, new ideas in man, management and advances in the field of training and development.
d. None of the above.

20. What is the importance of controlling?
a. Ensure that activities are in accordance with the terms of the plan.
b. An important mental process on the part of a manager
c. Power to influence people's behaviour
d. Process of regulating the activities.

21. What is a decision in management?
a. Reaching at a proper conclusion after consideration.
b. A decision involves choosing of alternatives.
c. A decision is the outcome of a group of people or an individual.
d. None of the above.

22. An employee-working in a unit or plant who is a citizen of the country in which the unit or plant is located but where the unit or plant is operated by an organization headquartered in another country _____.
a. Home Country National
b. Host Country National
c. Third Country National
d. Host Country

23. Quantitative Technique refers to
a. Models, simulation, resource allocation technique.
b. Waiting line problems and the queuing theory
c. Gaming and Game theory and Probability theory
d. All the above.

24. Staffing includes _____.
a. workload estimation
b. termination

c. appointments of personnel, placement
d. all of these

25. To calculate the need for manpower on the basis of the average loss of manpower due to leave, retirement, death, transfer, discharge, etc. is known as_____.
a. work load analysis
b. workforce analysis
c. job analysis
d. forecasting

26. MPDQ stands for_____.
a. Management Position Description Questionnaire
b. Management Process Descriptive Questions
c. Methods for Personality Development Questions
d. Modern Positions Developed Qualitatively

27. What should be the strategy of HRM?
a. Making the long-term and short-term planning.
b. Planning the optimum level of manpower.
c. Introducing training programmes to personnel.
d. All the above.

28. The process of helping unwanted present employees find new jobs with other firms called _____.
a. Outplacement
b. Replacement
c. Placement
d. Employment

29. What is the 'Laissez fair' view point?
a. A view popularized by Ronssean, Bentham and Hobbes.
b. A minimum of public intervention in economic activities.
c. Business enterprise must get opportunity to earn more profits.
d. The change in the concept of labor from commodity approach to human concept.

30. How can we understand the nature of human factor?
a. Through determinants of human behaviour
b. According to the behaviour of people at work
c. The way the management influences an individual and a group.
d. Through the study of human behaviour in organization.

31. Trend analysis is a _____
a. Forecasting technique
b. Skills inventory
c. Job analysis technique
d. Markov analysis

32. The factual statement of the duties and responsibilities of a specific job is known as _____.
 a. job description
 b. job specification
 c. job analysis
 d. job evaluation

33. In Japanese management, employees' career path is non specialized. Why?
a. In Japanese industries job rotation is carried out for employees to have different skills and also for interdepartmental cooperation.
b. In an organization from the time of induction, employees are exposed to various types of jobs and training to enable them to have adaptability to any job.
c. Japanese management system prefers to create capable workers to adapt organizational changes, as and when required.
d. Rotation of job provides benefit of skills required for top quality executives.

34. Who has said that HRM is not a one-shot deal?
a. Fayol
b. Taylor
c. Terry
d. McFarland

35. Skills inventory, replacement charts, Markov analysis, regression analysis all are types of _____.
a. Redundancy plan
b. Training plan
c. Retention plan
d. Forecasting methods

36. Trade unions and employee association, Industrial relation, employee participation and empowerment are procurement functions of a manager which comes under_____.
a. Integration function
b. Procurement function
c. Development function

d. Behavioral function

37. Quality improvement is_____.
a. A team effort
b. Achieved by quality inspector
c. Zero things gone wrong
d. Tough job, and not possible

38. An employee working in a unit or plant who is not a citizen of the country in which the unit or plant is located but is a citizen of the country in which the organizations headquartered is called _____.
a. Home Country National
b. Host Country National
c. Third Country National
d. Host Country

39. "Human resource management" involves the elements of
a. Planning, organizing, and controlling
b. Planning, organizing and coordinating
c. Leading, directing and coordinating
d. All of the above

40. The procedure in which relevant information relating to a job and its requirements is systematically discovered and noted is
a. Job analysis
b. Job specification
c. Job classification
d. Job evaluation

41. Which pair in order of sequences represents the first and last steps in a T&D programme?
a. Determination of T&D needs, and evaluation of T&D programme
b. Determination of T&D needs, and designing the T&D programme
c. Designing T&D programme, and implementing it
d. Evaluating of T&D programme, and implementing it

42. Career development involves
a. Conscious determination of career aspirations and potentialities of employees and matching them with the organization's needs
b. Providing counselling to students to choose their careers

c. Providing information to students about opportunities of employment

d. Determining the potentialities of students for a suitable career

43. When an employee expresses organizationally desired emotions during interpersonal transactions, then it is known as_____

a. emotional albor

b. displayed emotions

c. felt emotions

d. moods

44. Job evaluation essentially seeks to

a. Determine the relative worth of various jobs in an organization in monetary terms

b. Evaluate the performance of employees on their respective jobs

c. Evaluate the importance of various jobs in the organization

d. Establish the hierarchy of various jobs in the organization

45. Grievance redressal, discipline, collective bargaining is _____ of HRM.

a. Integration function

b. Procurement function

c. Development function

d. Behavioral function

46. The content of job description involves_____.

a. Job title, condition of work

b. Educational qualification, skills

c. Both a and b

d. None of the above

47. How can one distinguish between the Japanese management system and other management systems?

a. It encourages performing constantly and consistently.

b. Primarily concerned with high performance and quality standards.

c. It is a system in contrast to American management system.

d. None of the above.

48. In-basket training is involved in

a. vestibule training

b. on-the job training

c. simulation

d. coaching

49. To calculate the number of persons required for various jobs with reference to a planned output is called _____.
a. work load analysis
b. workforce analysis
c. job analysis
d. forecasting

50. What are the major hurdles that require immediate action by HRM for the progress of Indian economy?
a. Dishonesty and corruption
b. Lack of interest in work and production loss,
c. Unemployment and poverty
d. Combating inflation and holding the price-line of essential commodities.

51.Recruitment:
a. The process of hiring external candidates
b. The process of training existing employees
c. The process of employee termination
d. The process of employee motivation

52.Selection:
a. The process of identifying potential candidates
b. The process of choosing the right candidate for the job
c. The process of employee training
d. The process of employee motivation

53.Recruitment:
a. Job analysis
b. Employee orientation
c. Job posting
d. Employee appraisal

54.Selection:
a. Employee motivation
b. Skill testing
c. Employee termination
d. Job analysis

55.Recruitment:
a. Internal recruitment

b. Employee orientation
c. External recruitment
d. Employee termination

56.Selection:
a. Employee motivation
b. Reference checks
c. Job analysis
d. Employee orientation

57.Recruitment:
a. Job analysis
b. Employee orientation
c. Recruitment planning
d. Employee termination

58.Selection:
a. Personality tests
b. Employee motivation
c. Employee termination
d. Job analysis

59.Recruitment:
a. Employee orientation
b. Job analysis
c. Internal recruitment
d. Compensation negotiation

60.Selection:
a. Employee motivation
b. Interviewing candidates
c. Compensation negotiation
d. Job analysis

61.Recruitment:
a. Onboarding
b. Job analysis
c. Employee orientation
d. Employee termination

62.Selection:
a. Employee orientation
b. Employee motivation
c. Reference checks
d. Compensation negotiation

63.Recruitment:
a. Employee termination
b. Job analysis
c. Job posting
d. Employee orientation

64.Selection:
a. Compensation negotiation
b. Personality tests
c. Employee orientation
d. Employee termination

65.Recruitment:
a. External recruitment
b. Employee orientation
c. Job analysis
d. Compensation negotiation

66.Selection:
a. Interviewing candidates
b. Job analysis
c. Compensation negotiation
d. Employee motivation

67.Recruitment:
a. Employee termination
b. Compensation negotiation
c. Job posting
d. Internal recruitment

8.Selection:
a. Employee orientation
b. Compensation negotiation
c. Skill testing

d. Employee termination

69.Recruitment:
a. Compensation negotiation
b. Employee termination
c. Employee orientation
d. Recruitment planning

70.Selection:
a. Job analysis
b. Reference checks
c. Employee orientation
d. Compensation negotiation

71.HRIS Overview:
a. Human Resource Integration System
b. Human Resource Information Software
c. Human Resource Information System
d. Human Resource Management System

72.HRIS Functions:
a. Only stores employee data
b. Automates HR processes and data management
c. Exclusively for payroll management
d. Limited to recruitment tasks

73.HRIS Components:
a. Only software applications
b. Software, hardware, people, procedures, and data
c. Solely focused on recruitment
d. Primarily deals with compensation

74.HRIS Implementation:
a. Can be done without considering organizational needs
b. Involves software installation only
c. Requires alignment with organizational strategy
d. Only relevant for large enterprises

75.HRIS Data Security:
a. Not a concern for HRIS

b. Limited to protecting employee salaries

c. Essential for protecting sensitive employee information

d. Solely the responsibility of the IT department

76. HR Analytics in HRIS:

a. Not applicable in HRIS

b. Involves analyzing employee emotions

c. Utilizes data to make strategic HR decisions

d. Only focuses on recruitment metrics

77. HRIS Reporting:

a. Only generates standard reports

b. Involves analyzing employee emotions

c. Provides insights for decision-making

d. Limited to payroll calculations

78. Cloud-Based HRIS:

a. Not suitable for small organizations

b. Requires significant hardware investment

c. Provides flexibility and accessibility

d. Mainly used for data storage

79. HRIS Integration:

a. Isolate HRIS from other systems

b. Involves connecting HRIS with other organizational systems

c. Exclusively for data entry

d. Only relevant for large enterprises

80. Employee Self-Service (ESS) in HRIS:

a. Only applicable for managers

b. Involves employees managing their HR-related tasks

c. Restricted to payroll activities

d. Requires manual data entry

81. HRIS Vendor Selection:

a. Irrelevant in HRIS implementation

b. Should be based solely on cost

c. Involves evaluating vendor capabilities and fit with organizational needs

d Only considers software features

82.HRIS Training:
a. Not necessary for HRIS users
b. Limited to HR professionals only
c. Important for all users to maximize system utilization
d. Exclusively for IT personnel

83.Mobile Accessibility in HRIS:
a. Not applicable in HRIS
b. Limited to HR managers
c. Provides flexibility for users accessing HRIS on mobile devices
d. Exclusively for data storage

84.HRIS Data Migration:
a. Never required in HRIS implementation
b. Involves moving data from one system to another
c. Only relevant for small organizations
d. Restricted to payroll data

85.HRIS Usability:
a. Doesn't impact user experience
b. Irrelevant for HR professionals
c. Important for user satisfaction and efficiency
d. Mainly concerns IT personnel

86.HRIS Upgrade:
a. Not necessary after initial implementation
b. Should be done without considering user feedback
c. Involves improving system features and performance
d. Only relevant for large enterprises

87.HRIS Cost-Benefit Analysis:
a. Not relevant for HRIS implementation
b. Involves evaluating the financial impact of HRIS against benefits
c. Only concerns HR professionals
d. Only applicable for cloud-based HRIS

88.HRIS Customization:
a. Not allowed in HRIS
b. Involves tailoring the system to meet specific organizational needs
c. Restricted to IT professionals

d. Only concerns data storage

89. HRIS User Permissions:
a. Not necessary in HRIS
b. Involves granting appropriate access levels to users
c. Only concerns IT personnel
d. Exclusively for HR managers

90.HRIS Backup and Security:
a. Not important in HRIS
b. Involves safeguarding HRIS data through regular backups and security measures
c. Mainly concerns IT personnel
d. Only relevant for large enterprises

ANSWERS

1.C, 2.B, 3.a, 4.c, 5.a, 6.c, 7.a, 8.d, 9.d, 10.a, 11.c, 12.a, 13.b, 14.c, 15.b, 16.a, 17.a, 18.d, 19.c, 20.a, 21.a, 22.b, 23.a, 24.d, 25.b, 26.a, 27.d, 28.a, 29.b, 30.b, 31.a, 32.a, 33.c, 34.c, 35.d, 36.a, 37.b, 38.a, 39.d, 40.a, 41.a, 42.a, 43.a, 44.a, 45.a, 46.a, 47.c, 48.c, 49.a, 50.c, 51.a, 52.b, 52.c, 53.c, 54.b, 55.c, 56.b, 57.c, 58.a, 59.c, 60.b, 61.b, 62.c, 63.c, 64.b, 65.a, 66.a, 67.d, 68.c, 69.d, 70.b, 71.c, 72.b, 73.b, 74.c, 75.c, 76.c, 77.c, 78.c, 79.b, 80.b, 81.c, 82.c, 83.c, 84.b, 85.c, 86.c, 87.b, 88.b, 89.b, 90.b

PART-B

1. Type of competency based HRM
2. Benefits of competencies for effective execution of HRM Function
3. Key elements of Human capital management include
4. Strategic work force planning
5. New approaches of recruitment
6. Key aspects of employer branding include
7. Characteristics of employer branding.
8. How can performance evaluations align with the company's strategic objectives?

PART-C

1. Latest trends in Strategic Human Resource Management
2. Mentoring in Strategic Human Resource Management
3. Key characteristics of employee's engagement include
4. Factors influencing employee engagement
5. Strategic for enhancing employer engagement

6. Key elements of competency based HRM include
7. Characteristics of employer branding
8. How can the company attract top talent in a competitive market?
9. What strategies can be employed to retain high-performing employees and reduce turnover?
10. Explain-Training and Development:.
11. What initiatives can be implemented to upskill or reskill the workforce to align with the company's future needs?
12. How can training programs be designed to enhance employee engagement and productivity?
13. What methods or metrics are best suited for evaluating employee performance and providing feedback?
14. How can performance evaluations align with the company's strategic objectives?
15. What strategies can foster a diverse and inclusive workplace culture?
16. How can HR policies ensure equitable opportunities for all employees?
17. What measures can be taken to improve overall employee satisfaction and engagement?
18. How can HR contribute to creating a positive work environment that boosts morale and productivity?
19. How can the company identify and develop future leaders within the organization?
20. What strategies should be in place to ensure a smooth transition in key positions?
21. How can HR technology and data analytics be leveraged to streamline HR processes and decision-making?
22. What key metrics should HR track to measure the effectiveness of various HR initiatives?

About The Author

Mrs. M. Priya was born in 1982 in Erode. She is currently working as an Assistant Professor in the Department of Commerce, St. Joseph's College of Arts and Science for Women, Hosur. She has completed M.Com., Annamalai University and M.Phil in Bharathiyar University and Persuing (P.hD) in Periyar University. She has versatile experience of 13 years. She has publised numerous papers national and international journals. Her area of interest include, Marketing and Human Resource Management. Received the Best Senior Faculty Award from Novel research Academy, Registered under the ministry of MSME, Government of India.