

## Sample Questions for Practice

**Course: MHRDM- (Third Year) (Semester-II) (Choice Based)**

**Subject: Strategic Human Resource Management**

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1. Strategic Human Resources Relates Best With:
  - A. Attracting the Best Human Resources
  - B. Efficient Utilization of Human Resources
  - C. Providing the Best Possible Training & Development
  - D. Performance Management
  
2. HR Strategy In General Parlance Aligns With:
  - A. Business Strategy
  - B. Marketing Strategy
  - C. Finance Strategy
  - D. Production Strategy
  
3. Approach Of Strategic HRM Is:
  - A. Organic and Flexible – Based on Business Requirement
  - B. Rigid and Water-Tight
  - C. Bureaucratic
  - D. Disorderly
  
4. Contemporary Strategic HRM Does Not Permit:
  - A. Leadership Development
  - B. Conflict Management
  - C. Performance Effectiveness
  - D. Using Of Untested Models

5. HR Strategy Involves:

- A. Taking Short Cuts Perpetually
- B. Over- Relying On Resources Not Available
- C. Proper Management Buy In and Support
- D. Avoiding Feedback

6. The process that links Human resources with strategic goals to improve business performance is called as

- A. Strategic Human Resource Management
- B. Human Resource Management
- C. Human Resource Development
- D. Human Resource Planning

7. The career phase that focuses on maintaining competencies that have already been established while building a personal career identity is called as.

- A. Maintenance
- B. Decline
- C. Exploration
- D. Establishment

8. The term used to define policies and plans that companies implement in order to retain employees, reduce attrition and ensure employee engagement is known as

- A. Renewal Strategies
- B. Retention Strategies
- C. Development plans
- D. Global strategies

9. Identify What Is Not a Characteristic of HR Strategy:

- A. Organizational Analysis
- B. Being Result Driven
- C. Avoiding Of Expert Advice
- D. Relates To Resource Allocation

10. Organizational Performance Does Not Include:

- A. Financial Performance
- B. Market Performance
- C. Encouraging of Drudgery
- D. Shareholder Value

11. Organizational Outcomes excludes:

- A. Sideling Human Capital (eg. Employees' KSA) and Motivation
- B. Organizational Outcomes Included Voluntary Turnover
- C. Operational Outcomes (eg. Productivity, Product Quality)
- D. Financial Outcomes (eg. Sales Growth, Return on Assets)

12. Recommended Talent Management Practices Do Not Include:

- A. Employee Branding
- B. Employee Referrals
- C. Slipshod Onboarding
- D. Succession Planning

13. Proper Career Growth Does Not Involve:

- A. Employment
- B. Personality Development
- C. Life Values
- D. Wasting Of Resources at Hand

14. Career Planning Calls Out to Avoid:

- A. Pursuing Education
- B. Developing Vision
- C. Enhancing of Skills
- D. Lack of Interest

15. Poor Career Planning does not consider:

- A. Technological Advancement
- B. Organizational Design
- C. Avoiding of Change
- D. Align with Ones' Personality

16. Methodically organized, strategic process of getting the right talent onboard and helping them grow to their optimal capabilities keeping organizational objectives in mind is called
- A. Strategic Talent management
  - B. Effectiveness Strategy
  - C. Employee Improvement
  - D. Maintenance Strategy
17. Which of the following statements most accurately defines Human resource management?
- A. It is a business strategy that increases production and brand value
  - B. It is an approach to manage resources through finances
  - C. It seeks to achieve competitive advantage through the strategic deployment of a highly committed and capable workforce, using an integrated array of cultural, structural and personnel techniques
  - D. It focuses on operations, procurement and competitive advantage
18. Organization-centered and Individual-centered are the two types of
- A. Career Planning Perspectives
  - B. Onboarding management
  - C. Operations planning
  - A. Exit management
19. Which of the following is NOT a step in the strategic human resource management process.
- A. Strategy formulation
  - B. Strategy implementation
  - C. Strategy evaluation
  - D. Strategy transformation
20. In the evolution of career stages, which of the following stages is an inquisitive search for potential career opportunities that match the individual's abilities and/or interests?
- A. Exploration
  - B. Decline
  - C. Neglect
  - D. Maintenance
21. The career stage where an individual aims to achieve mastery in key components of his chosen vocation to obtain personal and professional stability within his career is
- A. Dissociation
  - B. Establishment
  - C. Decline
  - D. Renewal
22. Your Potential Is Not:
- A. Misleading Self
  - B. Leading Teams
  - C. Leading Divisions/Sections
  - D. Leading the Organisation

23. Star Performers are not:

- A. Taking Deep Initiative
- B. Poor Team Players and Leaders
- C. Having Extraordinary Follow-Through
- D. Organization – Savvy

24. Knowledge Premise States that It Should Not Be:

- A. Genuine
- B. Based on Some Facts
- C. Having True Justification
- D. Absurd

25. Characteristics of Skills Exclude:

- A. Efficiency
- B. Coordination
- C. Inconsistency
- D. Control