

**TYBMS SEM V STRATEGIC HUMAN RESOURCE MANAGEMENT AND HR POLICIES ATKT MOCK 1**

SERIAL	QUESTION	OPTION A	OPTION B	OPTION C	OPTION D	RIGHT OPT	RIGHT ANSWER
1	The _____ is used during the dramatic changes in the organisation.	Key employees	Strategic HRM	Urgent change	Competitive model	B	Strategic HRM
2	_____ opportunities and threats that may be crucial to the company's success.	Internal	Industrial	Market	External	D	External
3	_____ is the degree to which one can estimate the occurrence of an event.	Potentiality	Predictability	Profitability	Pro activity	B	Predictability
4	_____ strategy involves the integration of the larger organisational strategy.	Implementation	Conceptualisation	Involvement	Movement	A	Implementation
5	The one way for a firm to gain a competitive advantage is to maintain _____.	Production	Stability	Low costs	Employees	C	Low costs
6	_____ will focus on the specific intentions of the organisation on what needs to be done and what to do.	HR strategies	HR policies	HR rules	HR regulations	A	HR strategies
7	_____ is the process by which business goals and objectives are cascaded and translated into specific actions.	Organisational performance	Organising	Planning	Directing	A	Organisational performance
8	_____ strategy is concerned with ensuring that the organisation obtains and retains the people that it needs.	Retrenchment	Acquisition	Outsourcing	Employee resourcing	D	Employee resourcing
9	_____ is based on the belief that people are an organisation's most important strategic resource.	Job analysis	resource planning	Job data	Job description	B	Human resource planning
10	_____ to speed up or enhance parts of the recruitment process.	Information technology	Space technology	Water technology	Material technology	A	Information technology
11	_____ are continuing guidelines on the approach the organisation intends to adopt in managing its HR.	resource policies	Personnel rules	HRM	Strategic management	A	Human resource policies
12	_____ communication and understanding between managers and their subordinates.	Job description	Job data	Job analysis	HR policies	D	HR policies
13	_____ are related to specific issues like staffing, compensation, collective bargaining etc.	Specific policies	Notes	Description	Training	A	Specific policies
14	_____ is a natural way of employees leaving the organisation.	Retrenchment	Layoff	Retirement	Termination	C	Retirement
15	_____ is the process of moving an employee horizontally or vertically.	Dumping	Exchanging	Outsourcing	Bumping	D	Bumping

16	_____ facilitates these relationships by allowing secure and safe communication without the	E-Service	E-Deliver	E-Mentor	E- Transaction	C	E-Mentor
17	as a critical friend, or guide who is responsible for overseeing the career Employee _____ is an important	Teller	Facilitator	Provider	Mentor	D	Mentor
18	tool for business and benefits the employer and employee.	Evaluation	Role	Analysis	Mapping	A	Evaluation
19	attitude held by the employee towards the organisation and its value.	Recrutiment	Interface	Exchange	Engagement	D	Engagement
20	_____ is a technique that uses quantitative data to make comparisons between different	Mapping	Benchmarking	Flow chart	Analysis	B	Benchmarking

**TEST**