

LIST OF ATTEMPTED QUESTIONS AND ANSWERS

Multiple Choice Multiple Answer

Question	The key feature of TQ programme require :-
Correct Answer	Extensive education & training in team working , Problem solving techniques , Facilitator skills
Your Answer	Facilitator skills , Extensive education & training in team working , Problem solving techniques

Multiple Choice Multiple Answer

Question	The QWL program provides a framework for co-ordinating what in order to produce improvements in QWL outcomes?
Correct Answer	The introduction , Maintenance , Improvement
Your Answer	The introduction , Maintenance , Improvement

Multiple Choice Single Answer

Question	Who quoted manual on business strategy?
Correct Answer	Lewis Carrollis Alice,s
Your Answer	Lewis Carrollis Alice,s

Multiple Choice Single Answer

Question	Which industry suffers from a sedentary image?
Correct Answer	Insurance
Your Answer	FMCG

Multiple Choice Single Answer

Question	Which approach is provided by HR professionals to addressing key organizational issues?
Correct Answer	Partnership
Your Answer	Strategic

Multiple Choice Single Answer

Question	The word Strategy is derived from which sphere ?
Correct Answer	Military sphere
Your Answer	Military sphere

Multiple Choice Multiple Answer

Question	Problem of integration are :-
Correct Answer	Diversity of strategic processes, level & styles , Evolutionary nature of business strategy , Absence of written business strategies
Your Answer	Diversity of strategic processes, level & styles , Absence of written business strategies , Political nature of business strategy

Multiple Choice Multiple Answer

Question	There has to be a clear strategy with regard to the type of knowledge the organisation wishes to :-
Correct Answer	Develop , Store , Able to retrieve
Your Answer	Develop , Able to retrieve , Share

Select The Blank

Question	A survey of senior HR Managers carried out in _____ had straight forward ways of describing what the core role of strategic HR Should be.
Correct Answer	1998
Your Answer	2002

True/False

Question	Competencies provides a common language for performance & moving forward developments.
Correct Answer	True
Your Answer	True

Multiple Choice Single Answer

Question	The strategy mainly focus on how many things?
Correct Answer	Two
Your Answer	Two

Multiple Choice Single Answer

Question	Which is only one of the several constraints that employers might continually recognize when preparing goals for their organizations?
Correct Answer	Unions
Your Answer	Unions

Match The Following

Question	Correct Answer	Your Answer
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Transfer & Promotion Procedures	Human Resource Department	Managerial function
Groundwork	Clients and users	Competent Specialists
Key Processes	Reward and Control	Clients and users
Human Resource Systems	Personnel function	Human Resource Department

Multiple Choice Multiple Answer

Question	Strategic management style includes :-
Correct Answer	Strategic planning , Strategic control , Financial control
Your Answer	Human resource planning , Strategic planning , Strategic control

Multiple Choice Multiple Answer

Question	The distinction between the different levels may vary in different organisations according to their :-
Correct Answer	Size , Complexity , Sophistication of their personnel function
Your Answer	Size , Complexity , Structural make up

True/False

Question	Develop a commitment of how to organise and manage for competitiveness.
Correct Answer	False
Your Answer	True

Multiple Choice Single Answer

Question	Who carry out the annual survey of issues related to working in organizations?
Correct Answer	Roffey park
Your Answer	Roffey park

True/False

Question	Time is not a major constraint as the organization works at full capacity throughout the year.
Correct Answer	False
Your Answer	False

True/False

Question	HR strategies are expressed as bland statements.
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Correct Answer	True
Your Answer	False

Multiple Choice Multiple Answer

Question	Prof. Peter Smith's concept is related to :-
Correct Answer	Cultural Differences , Cross-cultural working , People work together
Your Answer	Cultural Differences , Cross-cultural working , People work together

Select The Blank

Question	Motivation strategy will refer to the performance management and _____ systems.
Correct Answer	Reward
Your Answer	Reward

True/False

Question	The real abilities of management are reflected in their competitive record against other organizations in their industry.
Correct Answer	True
Your Answer	True

Multiple Choice Multiple Answer

Question	Today survival depends on :-
Correct Answer	Competitiveness , Meeting customer needs , Meeting client needs
Your Answer	Competitiveness , Meeting customer needs , Meeting client needs

Multiple Choice Multiple Answer

Question	Mergers & alliances are an opportunity to develop :-
Correct Answer	A new management style , A new culture , And manage plus improve costs
Your Answer	A new management style , A new culture , And manage plus improve costs

Match The Following

Question	Correct Answer	Your Answer
Strategy	Thinking Process	Thinking Process
Boston Consulting group	Stars, dogs & cash cows	Stars, dogs & cash cows

Henry Mintzberg	Academic from McGill University	Academic from McGill University
Brian Quinn	Logical inscrementalism	Logical inscrementalism

Multiple Choice Single Answer

Question	When the term strategy was began to emerge in business?
Correct Answer	In 1960's
Your Answer	In 1960's

Multiple Choice Single Answer

Question	The management thinking has developed over the last :-
Correct Answer	30 years
Your Answer	30 years

True/False

Question	Standard Life won the HR Excellence Award in 2000.
Correct Answer	False
Your Answer	True

Multiple Choice Single Answer

Question	In recent years many organizations have taken the opportunity to flatten which layers?
Correct Answer	Management
Your Answer	Management

True/False

Question	Management agenda was completed by a cross-sector population of managers mainly based in the USA.
Correct Answer	False
Your Answer	True

Multiple Choice Single Answer

Question	HR activity should be classified according to the level of importance and impact on the :-
Correct Answer	Organization
Your Answer	Organization

Select The Blank

Question	Monitoring the _____ flow of personnel to match emerging business strategies.
Correct Answer	Internal
Your Answer	External

Multiple Choice Single Answer

Question	Line Managers should insist on involving HR Professionals :-
Correct Answer	In business strategy making process
Your Answer	People related business strategies

Multiple Choice Multiple Answer

Question	Computerised personnel information have major benefits such as :-
Correct Answer	Reducing tedious clerical work , Producing better quality letters , Reducing the chance of errors
Your Answer	Reducing tedious clerical work , Reducing the chance of errors , Saving the filing work

Select The Blank

Question	Individual level where people are usually motivated to close the gap between their current and desired _____.
Correct Answer	Capabilities
Your Answer	Skills

Select The Blank

Question	Recent studies claim to have found a statically significant link between 'bundles' of _____ and business performance.
Correct Answer	HR policies
Your Answer	Strategies

Select The Blank

Question	HR related policies and actions use _____.
Correct Answer	Business language
Your Answer	Business strategy

Multiple Choice Single Answer

Question	What senior executives do?
Correct Answer	Develop Strategy

Your Answer Control the structure

Multiple Choice Single Answer

Question What types of basic skills are required in an R & D type of organization?

Correct Answer Creativity & technical skills

Your Answer Creativity & technical skills

Select The Blank

Question _____ Companies are appearing at the center of loose alliances, linked together with global networks.

Correct Answer Virtual

Your Answer Virtual

Select The Blank

Question Strategy as an emerging process of _____.

Correct Answer Action

Your Answer Action

Select The Blank

Question _____ is frequently said to reflect poorly on the abilities of the management.

Correct Answer Unionization

Your Answer Non unions

Multiple Choice Multiple Answer

Question The specialists develop :-

Correct Answer Business skills , Consultancy skills , Relationships

Your Answer Business skills , Only one area of expertise , Consultancy skills

Multiple Choice Single Answer

Question Organization's mission and goals should be translated into its :-

Correct Answer Business & strategic plan

Your Answer Business & strategic plan

True/False

Question There are only a few barriers to organizational learning.

Correct Answer True

Your Answer False

Select The Blank

Question The questionnaire of Towers Perrin study asked respondents to select and rank 5 items from a list of 17 _____ factors affecting Human Resource Management.

Correct Answer Environmental

Your Answer Environmental

True/False

Question Cultural issues tend to be well disguised.

Correct Answer False

Your Answer True