

Manpower Planning & Re-Sourcing

11:00am to 1:00pm

Semester – III (HR)

June 13, 2010

SECTION A (ONE MARKS)

- (1) _____ is the tendency to be careful, scrupulous, and persevering.
- (a) Agreeableness
 - (b) Conscientiousness
 - (c) Openness to experience
 - (d) Self-esteem

Answer : B

- (2) _____ is especially important for top level managers.
- (a) A high need for power
 - (b) A high need for affiliation
 - (c) High agreeableness
 - (d) A high level of extroversion

Answer : D

- (3) It must compute for the interest of potential candidates against other employers.

- (a) attract attention
- (b) create and maintain interest
- (c) stimulate action
- (d) none of the above

Answer : A

- (4) What is the uses of human resource planning?
- (a) at the national level
 - (b) at the sector level
 - (c) at the industry level
 - (d) all of the above

Answer : D

- (5) What is the main objections to human resource accounting?
- (a) the method of valuation of human resources area different from each other.
 - (b) human resource asset is not recognized by tax laws
 - (c) both a and b
 - (d) none of the above

Answer : C

- (6) What is the main forecast requires developing personnel plans?
- (a) personnel requirements
 - (b) supply of outside candidates
 - (c) supply of inside candidates
 - (d) all of the above

Answer : D

- (7) This is the quickest forecasting technique which involves studying past ratios.
- (a) demand forecast

- (b) supply forecast
(c) judgment and experience
(d) ratio-trend analysis

Answer : D

- (8) .What is the main components of manpower planning?
(a) forecasting
(b) recruitment plan
(c) training and development plan
(d) all of the above

Answer : D

(9) Best in Class Benchmarking seeks to assess organisational performance against:

- (a) The nearest geographical competitor.
(b) The competitor who is 'best in class' wherever that may be.
(c) The competitor who is the best in the industry.
(d) The nearest principal competitor.

Answer : B

(10) Recruitment and selection must be effective to ensure it:

- (a) Offsets high labour turnover
(b) Delivers the highest calibre of individuals at optimum cost
(c) To have a surplus in case of sickness and absence
(d) Encourages new blood into the organisation

Answer : B

(11) What are the three criteria for the robustness of strategic capability?

- (a) Core competences, unique resources and dynamic capabilities.
(b) Complexity, causal ambiguity and value to customers.
(c) Complexity, causal ambiguity and rarity.
(d) Complexity, causal ambiguity and culture/history.

Answer : D

(12) SWOT should be:

- (a) A general list of issues under each heading.
(b) Focused on key issues and as specific as possible.
(c) Completed when an analysis of the external environment has been conducted.
(d) SWOT analysis is the best strategic management framework for analysing the

competitive positioning of an organisation.

Answer : B

(13) HRP should be :

- (a) Ambitious
(b) Time bound
(c) Elaborate
(d) Mature

Answer : B

(14) _____ is the term used to describe how careers progress within organizations or over a working life.

- (a) Career dynamics

- (b) Succession Planning
(c) Job enlargement
(d) Job enrichment

Answer : A

(15) The term human resource development reflects the fact that it is no longer appropriate in modern organisations to focus on just the development of which group?

- (a) workers
(b) employees
(c) consultants
(d) part timers

Answer : A

(16) Stainer identifies _____ strategies for human resource planning.

- (a) Three
(b) Two
(c) Five
(d) Nine

Answer : D

(17) Human Resource Accounting (HRA) is a branch of:

- (a) Financial accounting
(b) Managerial accounting
(c) Manpower accounting
(d) Fiscal accounting

Answer : B

(18) _____ has defined human resource accounting as "accounting for people as organizational resources."

- (a) Eric Flamholtz
(b) Davidson and Weil
(c) Geoffrey M.N. Baker
(d) Stefen Covey

Answer : A

(19) _____ capital is reflected in the ability of groups to collaborate and work together.

- (a) Human
(b) Social
(c) Cognitive
(d) Clientele

Answer : A

(20) Career management consists of the processes of career planning &

- (a) Management succession
(b) job- hopping
(c) Talent relationship management
(d) Performance Management

Answer : A

() SECTION B

Career plateaus can occur at this stage of a linear career.

- (a) Organizational entry
- (b) Early career
- (c) Mid career
- (d) Late career

Answer : B

(22) Which of the following organisations are responsible for 'the enhancement and improvement of the performance of people involved in development, management, health and safety and representation of people in the workplace'?

- (a) The Qualifications and Curriculum Authority
- (b) The Employment National Training Organisation
- (c) Training and enterprise councils
- (d) Investors in People UK

Answer : C

(23) The value chain attempts to identify those activities which add value to:

- (a) The organisation's stakeholders.
- (b) The senior strategic managers in the organisation.
- (c) The organisation's shareholders.
- (d) The customer or final user.

Answer : D

(24) Preparing plans for finding people from within the organization and for training programmes to help learn new skills.

- (a) resource plans
- (b) flexibility plans
- (c) retention plans
- (d) resourcing strategy

Answer : A

(25) Preparing organizational members for new responsibilities is referred to as:

- (a) Training
- (b) On-the-job training
- (c) Vertical training
- (d) Development

Answer : D

(26) Strategic stretch involves:

- (a) The fit between the organisation and its environment.
- (b) Creating new opportunities by stretching and exploiting capabilities in new ways.
- (c) The skills of the senior management.
- (d) Utilising all the resources of an organisation to their full capacity

Answer : B

(27) The structure of an organization is estimated in terms of:

- (a) Experience & qualification
- (b) Age & gender
- (c) Number & type of employees needed
- (d) Growth plans

Answer : A

(28) Targeted recruitment and selection involves analyzing and assessing work requirements and defining what cultural fit means.

- (a) analyzing and assessing
- (b) preparing and advertising
- (c) recording and assessing
- (d) planning and meeting

Answer : A

(29) The options availed for online selection includes _____, _____ and psychometric testing online.

- (a) self-assessments, online screening
- (b) advertising , email
- (c) interview , reference
- (d) medical, intellectual

Answer : A

(30) ___are job-specific tests that are designed to predict the potential an individual has to perform tasks within job.

- (a) Intelligence tests
- (b) personality test
- (c) ability test
- (d) aptitude test

Answer : D

(31) Shifting applications, interviewing testing, assessing candidates' assessment centers.

- (a) defining requirements
- (b) attracting candidates
- (c) selecting candidates
- (d) all of the above

Answer : C

() SECTION C

(32) Competitive advantage through linkages between the organisation and its value network can be achieved by:

- (a) Vertical integration.
- (b) Adopting common quality standards internally and externally (with suppliers).
- (c) Examining supplier specifications, common merchandising, applying quality management principles or by collaborating with other organisations in the form of strategic alliances or joint ventures.
- (d) Outsourcing customer service to India.

Answer : C

(33) Which of the following is False?

- (a) induction is the process of welcoming the new employees to the new environment
- (b) induction involves introducing various departments to the new in competing and letting him know various policies and practices of the organization.
- (c) employee handbook contains details about the employee's previous employment details, reasons for leaving previous job, last drawn salary etc.
- (d) none of the above

Answer : C

- (34) The extent to which the test correctly predict further behavior
- (a) predicative validity
 - (b) concurrent validity
 - (c) content validity
 - (d) face validity

Answer : A

(35) According to this model, an individual's value to an organization is determined by the services he is expected to render to the organization during the period he is likely to remain with the organization in various position or service states.

- (a) LEV and Schwartz Model
- (b) Flamholtz Model
- (c) Giles and Robinson's Human Asset Multiplier Method
- (d) Jaggi and Lau Model

Answer : B

(36) This approach has been suggested by Hekimian and Jones.

- (a) Historical Cost Approach
- (b) Replacement cost approach
- (c) Opportunity cost approach
- (d) none of the above

Answer : C

(37) CITIZEN foods pvt.ltd.is preparing the report to conduct the Manpower planning. They are collecting data from payrolls also doing a detailed study of job descriptions By doing this they may get data mostly related to some of the main dimensions related to manpower planning. What are those?

- (a) Balance sheet of Company and performance Appraisal
- (b) The total number of personnel available : the job-family
- (c) Training Need Evaluation
- (d) Career Planning

Answer : B

(38) The three ranges of HRP is:

- (a) Urgent, routine & deferred
- (b) Immediate, normal & urgent
- (c) Short, intermediate & long range
- (d) Immediate, current & futuristic

Answer : C