

**Sai Shiva Educational trust's**  
ARUN MUCHHALA INTERNATIONAL COLLEGE OF HOTEL MANAGEMENT  
Subject: Strategic Human Resource Management

- 1) SHRM defines organization's intentions & plans on how business goals should be achieved through \_\_\_\_\_
- a. Capital
  - b. People
  - c. Organization
  - d. Management
- 2) Every organization must have an \_\_\_\_\_ attitude for continuous development process.
- a. Flexible
  - b. Firm
  - c. Stubborn
  - d. Different
- 3) Strategic human resource management is now linked with \_\_\_\_\_ strategy
- a. Business
  - b. Market
  - c. Sales
  - d. Organization
- 4) The intangible value of organizations lies in the \_\_\_\_\_ that it employs.
- a. People
  - b. Capital
  - c. Organization
  - d. Work
- 5) What is major source in SHRM ?
- a. Place
  - b. People
  - c. Organization
  - d. Product
- 6) Business activities that are contracted to a third party is known as:
- a. Outsourcing
  - b. Offshoring
  - c. Business process outsourcing
  - d. In house

7) Performance Management emphasis on the integration of individual and corporate objectives as well as the initiation of \_\_\_\_\_ development plans.

- a. HR
- b. self-managed learning
- c. Feedback
- d. Organization

8) It is necessary to treat each staff \_\_\_\_\_

- a. Differently
- b. Equally
- c. Uniquely
- d. D)Bias

9) What is the time horizon in traditional HRM?

- a. Long term
- b. Short term
- c. Fix
- d. Flexible

10) How many theories are influences in theoretical perspective framework?

- a. Four
- b. Six
- c. Two
- d. Three

11) \_\_\_\_\_ is relationship oriented.

- a. Coaching
- b. Training
- c. Teaching
- d. Mentoring

12) If the \_\_\_\_\_ is high, the company's recruitment process becomes easier.

- a. employment rate
- b. Unemployment rate
- c. company rate
- d. profit rate

13) The main function of the \_\_\_\_\_ is to notify the vacancies before they are filled.

- a. Campus Placement
- b. Employee referrals
- c. Employment Exchange
- d. Labour Market

- 14) Which one is the third step of strategy formulation?
- Define business strategy
  - Identify business needs
  - Analyse the context
  - Identify key HR issues
- 15) Which one is NOT factor of Inherent Diversity?
- demographic characteristics
  - Age
  - Values
  - Sex
- 16) Which management includes extensive recruitment & selection?
- High involvement
  - High Performance
  - High Committeemen
  - High Acceptance
- 17) \_\_\_\_\_ is more bureaucratic with high levels of centralization and formalization and lower levels of flexibility.
- SHRM
  - HRM
  - Personnel Management
  - SM
- 18) Successful organizational performance depends on a close fit or alignment between \_\_\_\_\_ and human resource strategy.
- Business
  - Management
  - Strategy
  - Department
- 19) How Many approaches are involved in strategic human resource management?
- Four
  - Two
  - Five
  - Three
- 20) Which is NOT the Human Resource challenge?
- Managing Knowledge worker
  - High performance management
  - Competence of HR managers
  - Managing technological change

- 21) A good \_\_\_\_\_ has the right attitude towards his work and his men.
- Staff
  - People
  - Leader
  - Product
- 22) Two of the ways in which HRM can be leveraged through technology are by means of e-HRM and \_\_\_\_\_
- HRIS
  - IT
  - System
  - Virtual HRM
- 23) Which is the first activity involved in cross cultural education & training program?
- Providing cross cultural coaching
  - Creating cross cultural awareness
  - Providing cross cultural training
  - Education & training effectiveness
- 24) \_\_\_\_\_ ensures that the organization obtains and retains the people it needs and employs them efficiently.
- SHRM
  - Resourcing strategy
  - HRM
  - Marketing
- 25) \_\_\_\_\_ is the process of searching and obtaining application for jobs and from whom the potential and right people can be selected.
- Selection
  - HRIS
  - Recruitment
  - Strategy
- 26) SHRM is part of \_\_\_\_\_ strategy
- Business
  - Job
  - Employee
  - Account

- 27) The main aim of the hotel industry is to offer guests with \_\_\_\_\_ service
- Quality
  - Best
  - Consumer
  - Bad
- 28) What are the ideas underpinning 'soft', 'employee commitment', or 'high-road' HRM practices?
- Labor needs to be treated as an asset to be invested in
  - Employees are a cost which should be minimized
  - A lack of mutuality existing between employer and employee
  - A disregard for unlocking discretionary effort
- 29) What is the key investment in SHRM?
- Capital
  - Products
  - Knowledge
  - Business
- 30) What is the role of HR in SHRM?
- Initiator
  - Respondent
  - Follower
  - Manager
- 31) Which management believe in treating employees as partners?
- High Performance
  - High commitment
  - High involvement
  - High Dedicated
- 32) The human resource management functions does not aim at
- ensuring that the human resources possess adequate capital, tool, equipment and material to perform the job successfully
  - helping the organization deal with its employees in different stages of employment
  - improving an organization's creditworthiness among financial institutions
  - demotivating staff
33. Which theory is based on behavioural view?
- First
  - Second
  - Third
  - Fourth

34) All good business strategies, at least the ones which have a chance of succession are formed by \_\_\_\_\_

- a. People
- b. Accounts
- c. Marketing
- d. Production

35) \_\_\_\_\_ are also known as blue collar workers.

- a. Educated Workers
- b. Knowledge Workers
- c. Lazy Workers
- d. Rich Workers

36) Which is Internal force of recruitment?

- a. Company Image
- b. Unemployment Rate
- c. Labour market
- d. Recruitment Policy

37) 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

38) Which is NOT new approach of recruitment?

- a. head hunting
- b. Moon lighting
- c. Campus recruitment
- d. Online portals

39) Which of the following is not a recruitment technique?

- a. Interviews
- b. performance appraisal
- c. psychometric testing
- d. ability tests

40) In \_\_\_\_\_ process, instead of the job seekers approaching employers, the employers come to the most suitable prospective candidate with a job offer.

- a. Campus Recruitment
- b. Employee referrals
- c. Employee exchange
- d. Advertisement

41) What is the first step of head hunting process?

- a. Hold a talk with candidate
- b. Candidate interest
- c. Identify the perspective employee
- d. Call for a formal discussion

42) Which is NOT benefit of head Hunting?

- a. Confidentiality
- b. Targeted
- c. Slow
- d. Cost effective

43) Situation where their employees have a second job or engage in multiple job-holding, commonly known as \_\_\_\_\_

- a. Head hunting
- b. Moonlighting
- c. Multi tasking
- d. Organizing

44) What is the last step of strategy formulation?

- a. Define business strategy
- b. Identify key HR issues
- c. Prepare action plans
- d. Analyse the context

45) \_\_\_\_\_ is based on the principle of management by agreement or contract rather than management by command.

- a. Moonlighting
- b. Head hunting
- c. Performance management
- d. Recruitment

- 46) In strategic human resource management, HR strategies are generally aligned with:
- a. business strategy
  - b. marketing strategies
  - c. finance strategy
  - d. economic strategy

- 47) Preparing workforce to approve new technologies this gets highlighted in which HR challenge?
- a. Managing knowledge workers
  - b. Managing technological change
  - c. Managing HR competencies
  - d. Managing Change

- 48) Cross-cultural education and training process is a \_\_\_\_\_ process.
- a. Ccomplex
  - b. Long
  - c. Short
  - d. Flexible

- 49) \_\_\_\_\_ and Technology are the two major factors that have driven change in organizations today.
- a. IT
  - b. Globalization
  - c. Coaching
  - d. Training

- 50) How many diversity categories are there?
- a. One
  - b. Two
  - c. Three
  - d. Four