

Unit 05: Human Resource Management & Human Resource Planning

1.

Is Human Resource superior to other resources in any organization?

True

False

2.

Which cannot be considered as a Quality of HR Manager?

Communication skills

Emotional maturity

Empathy

Subjectivity and

Biasedness

3.

Which is not an external force affecting Human Resource Management?

Technological changes

Legal Environment

Workforce

Organization Size

Demographics

4.

Which is an internal source affecting Human Resource Management?

Competitors Action

Industry/Sector

Union Action

Organization Culture

Characteristics

5.

_____ is the process of employing people, training them, compensating them, developing policies relating to them, and developing strategies to retain them.

Human Resource
Management

Human resource
development

Human Capital

All of the above

6.

_____ enables organization to have the right person, right number of persons for the job, at right place and right time.

Human Resource
Planning

Recruitment

Human Resource
Management

Executive
Development

7.

Which is a need of human resource planning?

Expansion plans	Technological changes	Labor Turnover	All of the above
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8.	Which is not an advantage of Human Resource Planning?		
Anticipating future requirements	Recruitment and selection process	Recruitment and selection process	Expensive process

9.	Which is not a limitation of Human Resource Planning?		
Conservative attitude of top management	Problem of surplus staff	Time consuming activity	Promotion opportunity

10.	_____ helps in determining and evaluating the quantity of internal human resources available.		
Demand forecasting	Human Resource Inventory	Human Resource Supply	Action planning

11.	Foreseeing the human requirements of an organization and supply of human resources is a need of human resource planning.		
True	False		

12.	Organizing is an operative function of human resource management.		
True	False		

13.	Organizing is an operative function of human resource management.		
Planning	Procurement	Compensation	Maintenance

14.	_____ means assigning suitable jobs to the selected candidates so as to match employee qualifications with job requirements.		
Induction	Placement	Selection	Recruitment

15.	_____ is the process of determining the relative worth of a job.		
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Job Analysis	Job Evaluation	Human Resource Planning	None of the above
<p>16. To ensure the availability of competent and willing workforce for an organization is the main objective of Human Resource Management.</p> <p>True False</p>			
<p>17.</p> <p>HRP at the departmental level looks at the manpower needs of a particular department in an organization.</p> <p>True False</p>			
<p>18.</p> <p>Which is not an internal determinant of Human resource Planning?</p> <p>Business Environment Job Analysis Trade Unions Type and Quality of Information</p>			
<p>19.</p> <p>Which is not an external determinant of Human Resource Planning?</p> <p>Level of technology International factors Formal and Informal groups Government policies</p>			
<p>20.</p> <p>Which is a barrier to human resource planning?</p> <p>Proper utilization of manpower Adequacy of information system Low rate of executive turnover Inappropriate HR information system</p>			
<p>21.</p> <p>Which is not a pre-requisite for making HR effective?</p> <p>Lack of support of top management Integration with organizational plans Period of manpower planning Proper organization</p>			
<p>22.</p> <p>The uncertainties make Human Resource Planning less reliable.</p>			

True

False

23.

Estimating the cost of human resources is an objective of human resource planning.

True

False

24.

Is Human Resource superior to other resources in any organization?

True

False

25.

Which is an internal source affecting Human Resource Management?

Competitors Action

Industry/Sector

Industry/Sector

Organization Culture

Characteristics

Characteristics

26. Organizing is an operative function of human resource management.

True

False

27. Organizing is an operative function of human resource management.

True

False

28. Which is a managerial function of human resource management?

Planning

Procurement

Compensation

Maintenance

29. _____ means assigning suitable jobs to the selected candidates so as to match employee qualifications with job requirements.

Induction

Placement

Selection

Recruitment

30. To ensure the availability of competent and willing workforce for an organization is the main objective of Human Resource Management.

True

False

31.

Which is not a method of demand forecasting in Human Resource Planning process?

Executive Judgment	Executive Development	Work study method	Delphi technique
32. Which is not an advantage of Human Resource Planning?			
Anticipating future requirements	Recruitment and selection process	Placement of personnel	Expensive process
33. _____ helps in determining and evaluating the quantity of internal human resources available.			
Demand forecasting	Human Resource Inventory	Human Resource Supply	Action planning
34. Foreseeing the human requirements of an organization and supply of human resources is a need of human resource planning.			
True	False		
35. _____ is the first step of human resource planning process.			
Analyzing Human Resource Supply	Demand forecasting	Estimating manpower gaps	Analyzing Organizational Objectives
36. HRP at the departmental level looks at the manpower needs of a particular department in an organization.			
True	False		
37. HRP at the departmental level looks at the manpower needs of a particular department in an organization.			

True

False

38.

The uncertainties make Human Resource Planning less reliable.

True

False

39.

The uncertainties make Human Resource Planning less reliable.

True

False