

304- Strategic Human Resource Management

1. What are the objectives of Strategic Human Resource Management (SHRM)?

- A) Cost reduction and efficiency improvement
- B) Enhancing employee satisfaction
- C) Aligning HR practices with organizational goals
- D) All of the above

Answer: D) All of the above

2. Which term refers to the alignment between HR strategies and organizational objectives?

- A) Strategic Fit
- B) Tactical Fit
- C) Operational Fit
- D) Functional Fit

Answer: A) Strategic Fit

3. What are the types of HR strategies commonly observed in organizations?

- A) Administrative and Operational
- B) Reactive and Proactive
- C) Strategic and Traditional
- D) Financial and Marketing

Answer: C) Strategic and Traditional

4. How can HR strategies be linked to business strategies?

- A) By focusing solely on employee satisfaction
- B) By identifying HR initiatives that support organizational objectives
- C) By outsourcing HR functions
- D) By reducing HR budgets

Answer: B) By identifying HR initiatives that support organizational objectives

5. What is the main focus of Human Capital Management?

- A) Maximizing employee turnover
- B) Enhancing employee productivity and skills
- C) Minimizing employee benefits
- D) Reducing employee diversity

Answer: B) Enhancing employee productivity and skills

6. What distinguishes Strategic HR from traditional HR?

- A) Strategic HR focuses on long-term organizational goals
- B) Traditional HR focuses on day-to-day operations
- C) Strategic HR involves top management only
- D) Traditional HR emphasizes employee satisfaction only

Answer: A) Strategic HR focuses on long-term organizational goals

7. What challenges are commonly faced in implementing HR strategies in the Indian context?

- A) Cultural diversity
- B) Legal compliance
- C) Technological advancements
- D) All of the above

Answer: D) All of the above

8. What is the first step in the HR planning process?

- A) Job Analysis
- B) Forecasting HR demand
- C) Forecasting HR supply
- D) Formulating HR strategies

Answer: A) Job Analysis

9. What is the purpose of supply forecasting in HR planning?

- A) To estimate the number of employees needed in the future
- B) To analyze current job vacancies
- C) To assess the qualifications of existing employees
- D) To compare demand and supply of HR

Answer: A) To estimate the number of employees needed in the future

10. What does OCTAPACE stand for in the context of cross-cultural management?

A) Organizational Culture Typology and Practice

B) Openness, Conscientiousness, Tolerance, Affiliation, Proactivity, Authenticity, Creativity, and Experimentation

C) Organizational Communication Techniques and Practices

D) Operational Culture and Technology Practices

Answer: B) Openness, Conscientiousness, Tolerance, Affiliation, Proactivity, Authenticity, Creativity, and Experimentation