



M COM ENTRANCE

HRM PRACTICE QUESTIONS

CH3 : HUMAN RESOURCE PLANNING

- _____ is the process of deciding how to fill the company's most important executive positions.
 - Succession planning
 - Organisational Restructuring
 - Self-directed teams
 - Corporate downsizing
- The process of integrating the employees' needs and aspirations with organisational needs is called:
 - Organisational planning
 - Human resource planning
 - Career planning
 - Succession planning
- Which is not relevant of succession planning?
 - Analysis of the demand for managers
 - Review of existing executives
 - Planning individuals career paths
 - Recruitment to meet immediate needs
- Matching essential managers and essential position is a step in the process of :
 - Career cycle
 - Succession Planning
 - Career Planning
 - Career Stages
- Examine the following statements and choose the correct code :

Assertion (A) : Human Resource planning must always be seen within the strategy making context.
Reason (R) : Human Resource planning process removed from the realities of the business will be a waste of time.

Codes :
 - Both (A) and (R) are correct.
 - Both (A) and (R) are wrong.
 - (A) is correct, but (R) is wrong.
 - (A) is not correct, but (R) is correct.
- Human Resource Planning benefits to an organization are reflected in which of the combination of the following?
 - Balance between demand and supply of human resources.

- b. Non-compulsion on management to assess critically and continuously the employees and personnel policies.
- c. Duplication of efforts and conflicts are avoided.
- d. Minimizing the future returns on investment in human resources.

Codes:

- A a and b
- B a and c
- C a, b and c
- D a, c and d

7. **Assertion (A)** : The matter of succession planning is often deferred.
Reasoning (R) : The succession charts need utmost confidentiality.

Code :

- A (A) is correct and (R) is right reasoning of it.
- B (A) is correct but (R) is not the correct reasoning of it.
- C (A) is correct but (R) is not correct statement.
- D (A) is not correct while (R) is a correct statement.

8. The process of retaining suitable successors is called:

- A Alternative staffing
- B Succession planning
- C Position replacement
- D Promotion

9. Monitoring employees through a preplanned series of positions is called:

- A Promotion
- B Succession planning
- C Job reporting
- D Job rotation

10. Which of the following is the meaning of Human Resource Planning ?

- A Evaluation of job
- B Satisfaction of the employees on the job
- C Appraising the performance of employees
- D It is the process by which an organisation ensures that it has the right number and kind of people at the right place, at the right time.

11. What are the benefits of human resource planning ?

- A Achieve economy in hiring new workers.
- B Match personnel activities and future organization objectives efficiently.
- C Improve the utilization of human resources.
- D All of the above

12. Succession planning can best be explained by

- A Activity in which managers make decisions regarding the advancement potential of subordinates.
- B Activity that focuses on preparing people to fill executive positions.
- C A chart showing the possible directions and career opportunities available in an organization.

D None of the above

13. Human Resource Planning is the _____ step in the management function.

A Primary

B Middle

C Final

D None of the above