

Chapter 02

Developing and Implementing HRM Strategic Plans

True/False Questions

Section One

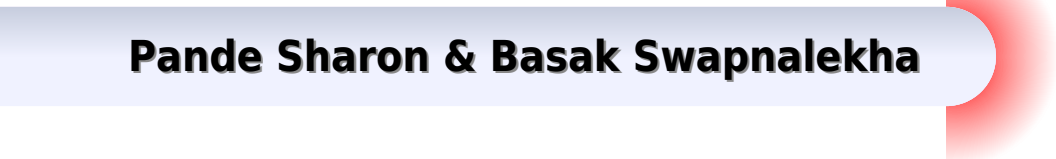
1. The first human resource department was created in 1901 by The National Cash Register Company (NCR).
True; Easy
2. Personnel management emphasized the aim of achieving strategic goals through people.
False; Easy
3. The Ulrich HR model started the movement toward viewing HR as a functional area.
False; Easy
4. Once implemented, a good strategic plan cannot be adjusted to suit the changing trends in the internal or external factors affecting the company.
False; Easy
5. The HRM strategic plan represents the major objectives an organization wants to achieve.
True; Easy
6. Every stage of the organizational lifecycle requires a different HRM strategy.
True; Easy
7. A SWOT analysis does not apply at the level of departmental performance.
False; Easy
8. Even if a company does not have an HR department, management should still develop HRM strategic plans and HR plans.
True; Easy

Section Two

9. Developing programs to meet the training needs of an organization occurs in the fourth part of the HRM plan.
True; Easy
10. A staffing plan is an inventory of all current employees along with their educational level and abilities.
False; Easy

Human Resources Management 1edition Class 2

Pande Sharon & Basak Swapnalekha



Human Resources Management 1edition Class 2:

Human Resource Management: Text & Cases, 2nd Edition Pande Sharon & Basak Swapnalekha, 2015 In a constantly evolving service led Indian economy human resources have become the cornerstone of an organization's success. The management of human capability has become an art that has to be understood and mastered to run a successful enterprise. Human Resource Management Text and Cases 2e explains the basic concepts of this discipline and presents cases that provide an insight into the challenges faced by HR professionals on a day today basis. Going beyond the coverage of a traditional textbook this book focuses on applied aspects of HRM which capture the evolving challenges in the field. The authors have used their extensive real world work experience in talent acquisition and human resource development and retention to provide lucid explanation of all major concepts of human resource management. Replete with examples and cases this title is a complete guide for all MBA students and HR practitioners.

KEY FEATURES

- Extensive coverage of HR best practices and innovations
- Sample ready to use formats of relevant documents
- Thought provoking chapter opening cases to set the context for learning in the text ahead
- Application cases to showcase real world implementation of concepts
- PowerPoint slides and Question Bank for teachers

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Official Gazette of the United States Patent and Trademark Office, 2004 **Draft, Eldorado National Forest Land and Resource Management Plan** United States. Forest Service. Pacific Southwest Region, 1986 *Army Research and Development*, 1965 *International Human Resource Management* Dennis R. Briscoe, Randall S. Schuler, 2004

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Human Resource Management Michael Poole, 1999 This collection sets out many of the contributions to the theoretical conceptual and critical advance of the academic subject of human resource management This has become recognized as an emergent disciplinary field in which theories and models are generated and their propositions tested by rigorous empirical research It has also become increasingly international in its outlook This comprehensive set explores the following themes origins developments and critical analyses comparative and international perspectives on human resource management strategic human resource management and emergent issues for the new millenium including globalization and the multinational enterprise international assignments and expatriation managing diversity competences and knowledge innovation and creativity and ethics

The Sage Handbook of Human Resource Development Tonette S. Rocco, Michael Lane Morris, Rob F. Poell, 2024-08-30 The Sage Handbook of Human Resource Development offers a comprehensive exploration of the evolving landscape of HRD serving as both an orientation to the profession and an

analytical examination of HRD as a field of study and research The handbook addresses key questions such as the state of HRD globally its changes over the past decade and the foundational philosophies and values shaping research and practice in HRD Across eight sections the handbook covers foundational aspects theoretical influences learning and workforce development talent and career development leadership and organizational development diversity equity inclusion and belonging technology enhanced HRD and emerging issues and future directions Each section provides insights into diverse topics ranging from workplace learning action learning and employee engagement to social media artificial intelligence and future trends With contributions from scholars across the globe the handbook reflects the global nature of HRD making it applicable to academic programs worldwide Designed for academics graduate students HR leaders executives managers and consultants this handbook stands out with its diverse perspectives and insights making it an indispensable guide for those seeking a deep understanding of the dynamic field of Human Resource Development A FOUNDATIONS OF THE DISCIPLINE OF HRD B THEORETICAL INFLUENCES ON HRD C LEARNING AND WORKFORCE DEVELOPMENT D TALENT AND CAREER DEVELOPMENT E LEADERSHIP AND ORGANIZATIONAL DEVELOPMENT F DIVERSITY EQUITY INCLUSION AND BELONGING G TECHNOLOGY ENHANCED HUMAN RESOURCE DEVELOPMENT H EMERGING ISSUES AND FUTURE DIRECTIONS **Diversity within Diversity Management** Andri Georgiadou, Maria Alejandra Gonzalez-Perez, Miguel R. Olivas-Luján, 2019-04-10 This book enhances our understanding as to how diversity and equality are managed in different national contexts Focusing on workplace equality diversity and inclusion this book brings together a unique blend of scholarly research and professional practice evidenced through an array of individuals both outside and inside organizations *Human Resource Management* Pravin Durai, 2010 **American Book Publishing Record** ,2006

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