

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

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