

## 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

**Thomas Griffiths**



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