

HRM 591 WEEK 2 QUIZ

Strategic Management: A Business Evolution Imperative

1. According to the industrial organization model of strategy, what should be the primary determinant of the organization's strategy?

The external environment in which the firm operates

2. The first stage in the strategic management process focuses on addressing which factor?

Mission Statement

3. During the strategic planning process, why is it important that HR conduct research on what has been done before and the results of previous work? **To prevent mistakes of predecessors from being repeated**

4. Why is it important for organizations to include HR when making strategic choices during strategic planning?

To develop consistent practices that allow employees to achieve organizational objectives

5. The HR challenge of not being able to provide employees with many opportunities is associated with which corporate strategy?

Internal growth

6. According to "logics of control," when a firm uses a framework that relies on a high degree of inducement logic, how should HR manage staffing?

Use careful selection, including the use of temps, but with few career options

7. Why would a privately held firm decide to provide an initial public offering of stock for sale?

To gain access to a significant infusion of capital