



Name:
Enrolment No:

UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, May 2022

Course: Succession Planning
Program: BBA FBE
Course Code: STGM 3009

Semester: VI
Time : 03 hrs.
Max. Marks: 100

Instructions:

SECTION A
10Qx2M=20Marks

S. No.		Marks	CO
	Statement of question		CO1
Q 1is about choosing targets and also about discovering the best ways of hitting those targets.		CO1
Q 2	Which is not a ways to meet successor needs in key positions (a)Temping (b)Job Sharing. (c) Consulting (d)Competencies		CO1
Q 3	----- is the ongoing process of identifying future leaders in an organization. a) Career planning b) Man Power Planning c) Succession Planning d) Staffing		CO1
Q 4	A Comprehensive succession planning program includes a) Components of Hard Skills b) Components of Soft Skills c) Both A & B		CO1

	d) Neither A nor B rather more specified skills		
Q 5	<p>The process of Succession Planning Does not include</p> <p>(a) Studying current workers</p> <p>(b) Focusing only on talented employees</p> <p>(c) Focusing future trend</p> <p>(d) Review organization strategic plan</p>		CO1
Q 6	<p>Succession planning is</p> <p>(a) Static Process</p> <p>(b) Dynamic Process</p> <p>(c) Fluid Process</p> <p>(d) Both B&C</p>		CO1
Q 7	<p>Which of the following is essential for succession planning</p> <p>(a) Timing</p> <p>(b) Precision</p> <p>(c) Attention to details</p> <p>(d) All of the above</p>		CO1
Q 8	<p>To be successful succession planning must be a part of</p> <p>(a) HR process</p> <p>(b) Career planning process</p> <p>(c) Man power planning process</p> <p>(d) Organization planning process</p>		CO1
Q 9	<p>Succession planning is</p> <p>(a) Static Process</p> <p>(b) Dynamic Process</p> <p>(c) Fluid Process</p>		CO1

	(d) Both B&C		
Q 10	Which of the following is requisite for a typical succession planning? (a) Career counselling (b) Performance appraisal (c) Compensation plan (d) Employees quitting		CO1
SECTION B 4Qx5M= 20 Marks			
Q	Statement of question		
Q 11	Why it is important to study succession planning.		CO1
Q 12	What are the common mistakes to be avoided while doing succession planning?		CO3
Q 13	Illustrate few characteristics of succession planning.		CO2
Q 14	Distinguishing Succession Planning, Management from, and Human Capital Management.		CO1
SECTION-C 3Qx10M=30 Marks			
Q	Statement of question		
Q 15	Explain few trends influencing succession planning and management.		CO1
Q 16	Explain few best practices for Succession Planning.		CO4
Q 17	Explain lifecycle for succession planning and Management program.		CO2
SECTION-D 2Qx15M= 30 Marks			
Q	Statement of question		
Q 18	Explain how the Competency Identification, Values Clarification, and Ethics are essential for Succession Planning and Management.		CO4
Q 19	What is succession Planning and Management?		CO1