SmartKalike

CBSE Class 12 · Business Studies

Staffing

10 most probable questions for Boards 2027

Q1. 0.5 marks · Very short answer

Why has employee training become more important as jobs grow more complex and organisational demands change rapidly?

Answer

As jobs become more complex and rapid changes reshape products, services and required skills, employees need training to adapt.

Q2. 1 mark · Very short answer

Name one employee-related responsibility that managers in a small organisation may handle themselves. (1 mark)

Answer

In a small organisation, managers may handle employees' salaries, welfare and working conditions themselves.

Q3. 1.5 marks · Short answer

According to the textbook introduction, what role do talented and hardworking people play in an organisation? (1.5 marks)

Answer

Talented and hardworking people are the foundation of an organisation and its principal assets; continual infusion of quality staff supports organisational growth, while adequate staffing is essential for success and effective performance.

Q4. 2 marks · Short answer

Explain why organisations should address employees' career issues and promotion opportunities, and state what promotion generally involves. (2 marks)

Answer

Organisations should address employees' career issues and promotional avenues to serve their long-term interests, encourage growth and help them realise their full potential. Promotion generally involves advancement to a higher position with greater responsibilities.

Q5. 3 marks · Medium answer

Explain why staffing is a generic function of management and how it is linked to organising. (3 marks)

Answer

1. Staffing is a generic function because all managers need to perform it, although it is also a separate and specialised function involving human relations.

2. After organising determines the structure and positions, staffing fills those positions with qualified people; employees are then trained and motivated to work in harmony with organisational goals. This makes it necessary throughout the organisation.

Q6. 4 marks · Multiple choice

Choose the statement best supported by the textbook passage. (A) An organisation can achieve its objectives only when the right persons are in the right positions. (B) Staffing is needed only when an organisation is first established. (C) Human resources are not relevant to organisational growth. (D) Any employee can be placed in any position without regard to suitability. (4 marks)

Full answer on SmartKalike: https://smartkalike.com/cbse/class-12/business-studies/staffing

Q7. 5 marks · Long answer

Explain why adequate staffing is essential to organisational success and how having the right people in the right positions helps an organisation achieve its objectives. (5 marks)

Full answer on SmartKalike: https://smartkalike.com/cbse/class-12/business-studies/staffing

Q8. 6 marks · Very long answer

Trace the development of labour welfare and personnel management from the trade union movement through the emergence of the labour welfare officer, personnel officer and personnel manager. (6 marks)

Full answer on SmartKalike: https://smartkalike.com/cbse/class-12/business-studies/staffing

Q9. 0.5 marks · Very short answer

How does training avoid the wastage associated with hit-and-trial methods?

Full answer on SmartKalike: https://smartkalike.com/cbse/class-12/business-studies/staffing

Q10. 1 mark · Multiple choice

Evaluating an employee's current and/or past performance against predetermined standards is called: (A) recruitment (B) performance appraisal (C) placement (D) promotion

Full answer on SmartKalike: https://smartkalike.com/cbse/class-12/business-studies/staffing

Unlock all answers on SmartKalike

Every probable question of every chapter, each with a full answer, plus study targets and answer-sheet checking.

https://smartkalike.com/cbse/class-12/business-studies/staffing

Sign up with a friend's email for 30% off their first purchase.