



Name:

Enrolment No:

UNIVERSITY OF PETROLEUM AND ENERGY STUDIES

End Semester Examination, December 2022

Course: Succession Planning

Program: BBA (FB&E)

Course Code: STGM3009

Semester: V

Time : 03 hrs.

Max. Marks: 100

Instructions: All questions are compulsory

SECTION A
10Qx2M=20Marks

S. No.		Marks	CO
Q 1	Choose the appropriate answer		
1	_____ to succession planning and management is directed from the highest levels. a) Bottom-Up approach b) Top-Down approach c) Lateral flow approach d) Network linkages approach	2	CO1
2	_____ wealth is important for business to develop succession planning. a) Socio-economic b) Socio-emotional c) Socio-organizational d) Socio-structural	2	CO1
3	_____ knowledge is stored in organizational codes and practices. a) Tacit b) Explicit c) Explicit d) Futuristic	2	CO1
4	_____ loading is the process of offering new and enriched responsibilities to the individuals. a) Vertical b) Horizontal c) Structural d) Subordinate	2	CO1
5	Dual career track consists of managerial and _____ tracks. a) Technical b) Social c) Economic d) Strategic	2	CO1
6	In _____ approach individuals' career is planned to carry out succession.	2	CO1

	<ul style="list-style-type: none"> a) Market b) Organizational c) Career plan d) Structural 		
7	<p>_____ succeeded Infosys after exit of Narayanmurthy in 2013.</p> <ul style="list-style-type: none"> a) Rajiv Prasad Goenka b) Vishak Sikka c) Vivek Paul d) Ravi Prakash Goenka 	2	CO1
8	<p>In _____ firms, rules are set to carry out formal succession planning.</p> <ul style="list-style-type: none"> a) Family b) Non-family c) Cooperative d) Partnership 	2	CO1
9	<p>Reduced _____ among workers and employers can be challenging for succession planning.</p> <ul style="list-style-type: none"> a) Loyalty b) Tension c) Conflict d) distance 	2	CO1
10	<p>Lateral transfer means moving people _____ organization</p> <ul style="list-style-type: none"> a) outside b) inside c) across d) upside 	2	CO1

SECTION B
4Qx5M= 20 Marks

Q	Statement of question		
2.	Analyze the role of replacement planning in context of temporary staffing needs.	5	CO 3
3.	What are the important aspects in succession planning for family and non-family firms?	5	CO2
4.	Explain the role of sellers' market for skills in establishing successful succession.	5	CO 1
5.	How does the succession need of European organizations differ from US organizations?	5	CO 2

SECTION-C
3Qx10M=30 Marks

Q	Statement of question		
6.	Explain some of the important trends influencing succession planning program.	10	CO2
7.	How does the knowledge management process influence succession planning in family firms?	10	CO3

8.	Explain the need for curriculum development in large organizations to develop structured succession planning.	10	CO2
SECTION-D 3Qx10M= 30 Marks			
Q	Statement of question		
9.	<p>Nitin Industries Pvt. Ltd. is a family business firm having business in the domains such as Rubber production, Tire making and chemical production. The business is run by family stalwart Nitin NKC. There are three sons of Nitin NKC – Rajiv NKC, Sanjiv NKC and Manoj NKC each looking after the different business vertical. Rajiv NKC has experience of 10 years in Tire making business, Sanjiv NKC is a chemical engineer giving his services to the chemical industries vertical and Manoj is agricultural scientist working closely with rubber production through agricultural supply chain. Before COVID-19 The business was growing well. But due to sever wave of COVID – 19, the family lost Nitin NKC and the elder brother Rajiv NKC. The family is in trauma due to loss.</p> <p>A) Suppose you are Vice President – HR of Nitin Industries Pvt. Ltd. In the above scenario what would you advise the two brothers for continuing the business successfully?</p> <p>B) Suppose you are ordered to hire CEO for Tire business from outside the family what are advantages and disadvantages that you see associated with such decision?</p>	10*2=20	CO4
10.	Explain the process of technical succession planning. Suppose you are HR President of Twitter. How will you conduct succession planning process if you want to hire new CEO for Twitter?	10	CO3