

Online SPP Test - Detailed SPP Answers



Srijan Prelims Program

SPP TEST 29

TARGET - 2024

Test Duration: 30 minutes

Total Marks: 50 marks

Test Instructions

1. The test paper contains **20 questions**. Each item comprises four responses (answers). The candidate will select the response that he/she wants to mark on the Answer Sheet. In case the candidate feels that there is more than one correct response, mark the response that he/she considers the best. In any case, choose **ONLY ONE** response for each item.
2. All items carry **equal marks**. All Questions are objective. Each Question carries **two and a half marks**.
3. **Penalty for wrong answers:**
THERE WILL BE PENALTY FOR WRONG ANSWERS MARKED BY A CANDIDATE IN ALL THE QUESTIONS.
 - (i) There are four alternatives for the answer to every question. For each question for which a wrong answer is given by the candidate, **one-third** of the marks assigned to that question will be deducted as a penalty.
 - (ii) If a candidate gives more than one answer, it will be treated as a wrong answer even if one of the given answers happens to be correct, and there will be the same penalty as above for that question.
 - (iii) If a question is left blank, i.e., no answer is given by the candidate, there will be no penalty for that question.

If you have any queries or suggestions regarding the question paper, please mail us at pwonlyias@pw.live

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IASP Strategy Planning Professional Exam Sample Questions (Q25-Q30):

NEW QUESTION # 25

The alignment of the organization's redesign with strategy can be hindered by:

- A. Having the required tools and technology
- B. Adequate understanding of strategic direction by all stakeholders
- C. Developing and implementing an effective communication plan
- D. Mismatches between required positions and employees' skillset

Answer: D

Explanation:

Mismatches between the skills required by redesigned organizational roles and the actual capabilities of employees significantly hinder effective strategy alignment. Even with good tools, communication, and understanding, without appropriate talent in place, redesign efforts struggle to succeed. The IASP SPP framework emphasizes workforce planning and talent management as essential to organizational change and strategic execution. Addressing skill gaps through training, hiring, or redeployment is critical to overcoming this barrier. #IASP SPP Study Guide - Organizational Design##Ulrich, Human Resource Champions#

NEW QUESTION # 26

Which of the following questions is MOST critical because it leads to more effective thinking and planning?

- A. Why?
- B. What?
- C. Who?
- D. When?

Answer: A

Explanation:

The question "Why?" drives critical reflection on purpose and rationale, enabling deeper understanding and more effective strategic thinking. The IASP SPP curriculum stresses that questioning why promotes clarity of intent, challenges assumptions, and aligns actions with fundamental goals. This foundational inquiry supports robust planning and adaptive strategy development. #IASP SPP Study Guide - Strategic Thinking##Senge, The Fifth Discipline#

NEW QUESTION # 27

Which of the following is NOT a factor in intrinsic motivation?

- A. Remuneration or compensation plans
- B. Job design
- C. Employee empowerment
- D. Training

Answer: A

Explanation:

Intrinsic motivation arises from internal drivers such as empowerment, meaningful job design, and opportunities for learning/training. In contrast, remuneration or compensation plans are extrinsic motivators based on external rewards. The IASP SPP curriculum distinguishes intrinsic from extrinsic motivation, emphasizing the importance of fostering intrinsic factors for sustained engagement, creativity, and satisfaction. #IASP SPP Study Guide - Motivation##Deci & Ryan, Self-Determination Theory#

NEW QUESTION # 28

Which of the following stages comprise the PDCA cycle?

- A. Plan, deliver, collaborate, apply
- B. Plan, do, check, act
- C. Prepare, design, change, assess
- D. Propose, describe, consult, approve

Answer: B

Explanation:

The PDCA cycle- Plan, Do, Check, Act - is a foundational continuous improvement process originally developed by Deming. It guides strategic planning and quality management efforts by providing a systematic approach to planning initiatives (Plan), executing them (Do), monitoring and evaluating outcomes (Check), and making necessary adjustments (Act). This cyclical method ensures that strategic plans are not static but evolve through ongoing feedback and improvement. The IASP SPP emphasizes the PDCA cycle's utility for strategic plan implementation and performance management, ensuring plans remain relevant and effective.

#IASP SPP Study Guide - Continuous Improvement##Deming, W.E. Out of the Crisis, 1986#

NEW QUESTION # 29

The goal of any strategic planning process is to produce a strategic plan that

- A. supports the realization of the organization's vision
- B. has the complete support of management.
- C. consumes as little resources as possible in its development.
- D. is clear to all who read it.

Answer: A

Explanation:

The primary goal of strategic planning is to develop a plan that supports the organization's vision, aligning resources, priorities, and actions toward the desired future. Clarity, resource efficiency, and management support are important but serve this overarching purpose. The IASP SPP curriculum stresses that plans must be visionary and actionable, providing a roadmap for long-term success. A plan lacking alignment with vision risks irrelevance or fragmentation.#IASP SPP Study Guide - Strategic Planning Fundamentals##Drucker, The Practice of Management#

NEW QUESTION # 30

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