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National Testing Agency

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HRM FOR NON HR MANAGERS

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HRM FOR NON HR MANAGERS-1

Section Id :	512452813
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Sub-Section Number : 1
Sub-Section Id : 512452853
Question Shuffling Allowed : Yes

**Question Number : 1 Question Id : 51245213900 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No
Correct Marks : 1 Wrong Marks : 0**

Human Resource Management process does NOT include:

1. Procurement of Human Resource
2. Development of Human Resource
3. Acceleration of Human Resource
4. Compensation of Human Resource

Options :

- 51245243461. 1
- 51245243462. 2
- 51245243463. 3
- 51245243464. 4

**Question Number : 2 Question Id : 51245213901 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No
Correct Marks : 1 Wrong Marks : 0**

The roles of the people working within an organization are:

1. Formally removed
2. Formally assigned
3. Informally removed
4. Informally assigned

Options :

- 51245243465. 1

51245243466. 2

51245243467. 3

51245243468. 4

Question Number : 3 Question Id : 51245213902 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

One of the following is NOT a part of the HR management role:

1. Compensating employees for their work and accomplishment
2. Providing incentives and benefits
3. Estimating the quarterly income from sales by employees
4. Appraising employee performance

Options :

51245243469. 1

51245243470. 2

51245243471. 3

51245243472. 4

Question Number : 4 Question Id : 51245213903 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

It is understood that ideally, the HRM activities and initiatives depend most directly on:

1. The activity that the staff can do the best
2. The goals of an organization
3. The activity of the competitors
4. The growth and development of the nation

Options :

51245243473. 1

51245243474. 2

51245243475. 3

51245243476. 4

Question Number : 5 Question Id : 51245213904 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

HR manager as a Change Agent:

1. Helps fight stagnation, unions, and loss of competitiveness.
2. Helps fight stagnation, decay, and loss of reputation.
3. Helps fight stagnation, corruption and loss of reputation.
4. Helps fight stagnation, decay and loss of competitiveness.

Options :

- 51245243477. 1
- 51245243478. 2
- 51245243479. 3
- 51245243480. 4

Question Number : 6 Question Id : 51245213905 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Efficiency typically results in lower costs, shorter cycle times, and

1. Faster churning
2. Slower churning
3. Faster delivery times
4. Slower delivery times

Options :

- 51245243481. 1
- 51245243482. 2
- 51245243483. 3
- 51245243484. 4

Question Number : 7 Question Id : 51245213906 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Planning of HR requirement should follow:

1. The firm's financial statement
2. The firm's strategic plans
3. The firm's current employee strength
4. The firm's founding philosophy

Options :

- 51245243485. 1
- 51245243486. 2
- 51245243487. 3
- 51245243488. 4

Question Number : 8 Question Id : 51245213907 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

When the hiring is going to be from outside the organization, consideration of important factors does NOT involve:

1. Accessible recruitment sources
2. Time consideration
3. Cost and benefits of external recruitment
4. Suitable dates of availability of the General Manager (HR)

Options :

- 51245243489. 1
- 51245243490. 2
- 51245243491. 3
- 51245243492. 4

Question Number : 9 Question Id : 51245213908 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Apart from Trend Analysis, other factors to consider while forecasting HR Demand would NOT include:

1. Various pay scales
2. Workforce demographics
3. Retirements
4. Changing skill needs

Options :

- 51245243493. 1
- 51245243494. 2
- 51245243495. 3
- 51245243496. 4

Question Number : 10 Question Id : 51245213909 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

One of the following is NOT among the five job characteristics identified by Hackman and Oldham:

1. Task Identity
2. Task Significance
3. Skill Variety
4. Freedom

Options :

- 51245243497. 1
- 51245243498. 2
- 51245243499. 3
- 51245243500. 4

Question Number : 11 Question Id : 51245213910 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Job rotation of employees involves jobs with:

1. Similar skills at a different level in the organization
2. Different skills at the same level in the organization
3. Similar skills at the same level in the organization
4. Different skills at a different level in the organization

Options :

- 51245243501. 1
- 51245243502. 2
- 51245243503. 3
- 51245243504. 4

Question Number : 12 Question Id : 51245213911 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

One of the following is NOT a part of Job Analysis:

1. Machines
2. Tools
3. Equipment
4. Computers

Options :

- 51245243505. 1
- 51245243506. 2
- 51245243507. 3
- 51245243508. 4

Question Number : 13 Question Id : 51245213912 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Developing Job Analysis and from that, writing Job Descriptions and Job Specifications are NOT helpful in one of the following:

1. Giving an edge to the process of selecting people
2. Setting clear expectations of what they can and cannot do
3. Deciding the training needs
4. Evaluating their performance

Options :

- 51245243509. 1
- 51245243510. 2
- 51245243511. 3
- 51245243512. 4

Question Number : 14 Question Id : 51245213913 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Exchanges define the limits in line with the governance norms declared by:

1. Securities and Exchange Board of India
2. Financial Institutions
3. Central Government
4. None of the above

Options :

- 51245243513. 1
- 51245243514. 2
- 51245243515. 3
- 51245243516. 4

Question Number : 15 Question Id : 51245213914 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The daily trading limit involving a stock exchange in India refers to:

1. The minimum amount by which the price of a stock or other exchange-traded security can rise or fall during a trading session.
2. The maximum amount by which the price of a stock or other exchange-traded security can rise or fall during a trading session.
3. The fix amount by which the price of a stock or other exchange- traded security can only fall during a trading session.
4. The maximum amount by which the price of a stock or other exchange-traded security can only rise during a trading session.

Options :

- 51245243517. 1
- 51245243518. 2
- 51245243519. 3
- 51245243520. 4

Question Number : 16 Question Id : 51245213915 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Recruitment is a process of:

1. Finding and attracting applicants
2. Finding and testing applicants
3. Finding and interviewing applicants
4. Finding and selecting applicants

Options :

- 51245243521. 1
- 51245243522. 2
- 51245243523. 3
- 51245243524. 4

Question Number : 17 Question Id : 51245213916 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

If the candidates are attracted from within the organization, then it falls under:

1. External source of recruitment
2. Internal source of recruitment
3. Consulting source
4. None of the above

Options :

- 51245243525. 1
- 51245243526. 2
- 51245243527. 3
- 51245243528. 4

Question Number : 18 Question Id : 51245213917 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

When a large number of employers are targeting at more or less uniform pool of candidates in large numbers, which of the following is appropriate?

1. Campus recruitment
2. Job fairs
3. Job opportunity
4. Personal recruitment

Options :

- 51245243529. 1
- 51245243530. 2
- 51245243531. 3
- 51245243532. 4

Question Number : 19 Question Id : 51245213918 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Goals of recruitment include:

1. Attract vast pool of qualified applicants
2. Hire people who perform well
3. Generate positive public relations
4. All of the above

Options :

51245243533. 1

51245243534. 2

51245243535. 3

51245243536. 4

Question Number : 20 Question Id : 51245213919 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

What is the essential element of any company successful at people management?

1. High employee turnover
2. Sociality
3. Employee engagement
4. Growth of company

Options :

51245243537. 1

51245243538. 2

51245243539. 3

51245243540. 4

Question Number : 21 Question Id : 51245213920 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which amongst the following are the three pillars used by a hiring manager to evaluate the process of hiring?

1. Quality, speed, cost
2. Quantity, speed, cost
3. Complexity, speed, quality
4. None of the above

Options :

- 51245243541. 1
- 51245243542. 2
- 51245243543. 3
- 51245243544. 4

Question Number : 22 Question Id : 51245213921 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The test based on the data provided directly by the candidates themselves is called:

1. Projective test
2. Self-reported test
3. Personal test
4. Achievement test

Options :

- 51245243545. 1
- 51245243546. 2
- 51245243547. 3
- 51245243548. 4

Question Number : 23 Question Id : 51245213922 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Personality test measures which of the following:

1. Introversion
2. Stability
3. Motivation
4. All of the above

Options :

- 51245243549. 1
- 51245243550. 2
- 51245243551. 3
- 51245243552. 4

Question Number : 24 Question Id : 51245213923 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following personality dimensions shows the tendency to be sociable?

1. Extroversion
2. Aversion to new experiences
3. Emotional stability
4. Openness

Options :

- 51245243553. 1
- 51245243554. 2
- 51245243555. 3
- 51245243556. 4

Question Number : 25 Question Id : 51245213924 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Achievement test is used to measure:

1. the candidate learning
2. the effectiveness
3. overall personality
4. interest inventories

Options :

51245243557. 1

51245243558. 2

51245243559. 3

51245243560. 4

Question Number : 26 Question Id : 51245213925 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Specific cognitive abilities can be measured by which of the following:

1. Deductive reasoning
2. Verbal comprehension
3. 1 & 2 both
4. 1 only

Options :

51245243561. 1

51245243562. 2

51245243563. 3

51245243564. 4

Question Number : 27 Question Id : 51245213926 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

According to the Michael McDaniel:

1. Interview is a procedure designed to predict future job performance
2. Candidate interviews for selection can be of different types
3. The interviewer conducts the procedure with a list of pre-decided questions
4. None of the above

Options :

- 51245243565. 1
- 51245243566. 2
- 51245243567. 3
- 51245243568. 4

Question Number : 28 Question Id : 51245213927 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

According to Armstrong which is/are essential skills for the interview?

1. Listening
2. Keeping control
3. Note taking
4. All of the above

Options :

- 51245243569. 1
- 51245243570. 2
- 51245243571. 3
- 51245243572. 4

Question Number : 29 Question Id : 51245213928 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

What is meant by 'competencies'?

1. The action or process of performing a task or function.
2. The ability to do something successfully or efficiently.
3. Guide or control the movement.
4. The ability to see, hear, or become aware of something through the senses.

Options :

51245243573. 1

51245243574. 2

51245243575. 3

51245243576. 4

Question Number : 30 Question Id : 51245213929 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Employee's induction at work is often called:

1. Orientation
2. Planned introduction
3. Presentation
4. Strategic program

Options :

51245243577. 1

51245243578. 2

51245243579. 3

51245243580. 4

Question Number : 31 Question Id : 51245213930 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following is maintained in a serial orientation?

1. Traditions
2. Customs
3. 1 & 2 both
4. None of the above

Options :

- 51245243581. 1
- 51245243582. 2
- 51245243583. 3
- 51245243584. 4

Question Number : 32 Question Id : 51245213931 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which type of orientation takes the new employee through a structured program?

1. Informal orientation
2. Formal orientation
3. Serial orientation
4. Disjunctive orientation

Options :

- 51245243585. 1
- 51245243586. 2
- 51245243587. 3
- 51245243588. 4

Question Number : 33 Question Id : 51245213932 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

What is meant by a 'framework'?

1. Basic structure underlying a system, concept, or text
2. Make (something) more clearly defined
3. The action of formally divesting a person with honors or rank
4. The action of formally investing a person with honors or rank

Options :

51245243589. 1

51245243590. 2

51245243591. 3

51245243592. 4

Question Number : 34 Question Id : 51245213933 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Building or honing new or current employees' skills needed to perform their jobs is called:

1. Training
2. Task
3. Performance
4. Roles

Options :

51245243593. 1

51245243594. 2

51245243595. 3

51245243596. 4

Question Number : 35 Question Id : 51245213934 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Rewards tied to the performance of individual employees are known as:

1. Group incentive
2. Motivation
3. Individual incentive plans
4. None of the above

Options :

51245243597. 1

51245243598. 2

51245243599. 3

51245243600. 4

Question Number : 36 Question Id : 51245213935 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following plans allows all or most employees to receive a share of the firm's annual profits?

1. Team incentive plans
2. Profit sharing plan
3. Scanlon plan
4. Gainsharing plans

Options :

51245243601. 1

51245243602. 2

51245243603. 3

51245243604. 4

Question Number : 37 Question Id : 51245213936 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Committing to reward an employee stimulate greater output in future is called:

1. Incentives
2. Bonus
3. Commission
4. Compensation

Options :

- 51245243605. 1
- 51245243606. 2
- 51245243607. 3
- 51245243608. 4

Question Number : 38 Question Id : 51245213937 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Main objectives of the Minimum Wages Act,1948 are-

1. Provide fix wages
2. Secure welfare of the workers
3. Appropriate government to fix minimum wages
4. All of the above

Options :

- 51245243609. 1
- 51245243610. 2
- 51245243611. 3
- 51245243612. 4

Question Number : 39 Question Id : 51245213938 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Employer's liability to pay compensation to workmen is determined by which of the following act?

1. Workmen's compensation act
2. Bonus act
3. Payment wages act
4. None of the above

Options :

- 51245243613. 1
- 51245243614. 2
- 51245243615. 3
- 51245243616. 4

Question Number : 40 Question Id : 51245213939 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which benefit is payable to an eligible woman in the case of confinement, miscarriage or sickness arising out of pregnancy?

1. Disablement benefit
2. Dependents benefits
3. Maternity benefits
4. All of the above

Options :

- 51245243617. 1
- 51245243618. 2
- 51245243619. 3
- 51245243620. 4

Question Number : 41 Question Id : 51245213940 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Systematic training is a process which includes:

1. Designing Training Programme
2. Implementation of the Training Programme
3. Evaluation of the Training Programme
4. All of the above

Options :

- 51245243621. 1
- 51245243622. 2
- 51245243623. 3
- 51245243624. 4

Question Number : 42 Question Id : 51245213941 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

On-the-Job Training is provided in the form of:

1. Direct instruction
2. Indirect instruction
3. Off-campus program
4. None of the above

Options :

- 51245243625. 1
- 51245243626. 2
- 51245243627. 3
- 51245243628. 4

Question Number : 43 Question Id : 51245213942 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following is a systematic, fast, and cost-effective method for teaching employees to do the job correctly and safely?

1. On job training
2. Apprenticeship training
3. Job Instruction Training
4. Lectures

Options :

- 51245243629. 1
- 51245243630. 2
- 51245243631. 3
- 51245243632. 4

Question Number : 44 Question Id : 51245213943 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Vestibule Training is a method of job training where:

1. Educational facilities approximate real working conditions and are equipped with actual production machinery.
2. A learner is presented with a small chunk of information, and is asked to answer a question after understanding it.
3. People become skilled workers, usually through a combination of formal learning and long-term on-the-job training.
4. None of the above

Options :

- 51245243633. 1
- 51245243634. 2
- 51245243635. 3
- 51245243636. 4

Question Number : 45 Question Id : 51245213944 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is not included in Core HRM policy?

1. Diversity policy
2. Leave policy
3. Guest house policy
4. Appraisal policy

Options :

- 51245243637. 1
- 51245243638. 2
- 51245243639. 3
- 51245243640. 4

Question Number : 46 Question Id : 51245213945 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

'Applicability criteria' in the context of HR policies means:

1. The manager checks which employees are under the perview of the policy across the organization.
2. The manager checks whether the employees are aware of the existence of the policy.
3. The manager checks whether the employees support the HR policies.
4. None of the above

Options :

- 51245243641. 1
- 51245243642. 2
- 51245243643. 3
- 51245243644. 4

Question Number : 47 Question Id : 51245213946 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Grievance policy is under the which of the following?

1. Disciplinary
2. Core HRM
3. Departure
4. Functioning support

Options :

- 51245243645. 1
- 51245243646. 2
- 51245243647. 3
- 51245243648. 4

Question Number : 48 Question Id : 51245213947 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

According to Gary Dessler, the purpose of discipline is:

1. To encourage employee to adhere to the rules
2. Violating employee freedom
3. Grievance elimination
4. None of the above

Options :

- 51245243649. 1
- 51245243650. 2
- 51245243651. 3
- 51245243652. 4

Question Number : 49 Question Id : 51245213948 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following addresses the issues such as theft, destruction of company, property, drinking on the job, and insubordination?

1. Rules and regulations
2. Policies
3. Discipline
4. Responsibility

Options :

- 51245243653. 1
- 51245243654. 2
- 51245243655. 3
- 51245243656. 4

Question Number : 50 Question Id : 51245213949 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

What is the role of supervisor in case of creating reminders for subordinates?

1. Judging
2. Analytical
3. Coaching
4. None of the above

Options :

- 51245243657. 1
- 51245243658. 2
- 51245243659. 3
- 51245243660. 4

Question Number : 51 Question Id : 51245213950 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

When the supervisor looks for the roots of grievance, which type of approach is adopted?

1. Indirect approach
2. Direct approach
3. Proactive approach
4. All of the above

Options :

- 51245243661. 1
- 51245243662. 2
- 51245243663. 3
- 51245243664. 4

Question Number : 52 Question Id : 51245213951 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The cause/s of grievances include/s:

1. Neglect of individual wage adjustments
2. Complaints about the incentive system
3. Complaints about the job classifications
4. All of the above

Options :

- 51245243665. 1
- 51245243666. 2
- 51245243667. 3
- 51245243668. 4

Question Number : 53 Question Id : 51245213952 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Common reason/s for indiscipline are:

1. Low wages
2. Lack of opportunities
3. Ineffective leadership
4. All of the above

Options :

- 51245243669. 1
- 51245243670. 2
- 51245243671. 3
- 51245243672. 4

Question Number : 54 Question Id : 51245213953 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The punishment to an employee may be held invalid if :

1. There is any deviation from the laid down procedure
2. Complaint against the employee is made
3. Preliminary investigation is conducted
4. A charge-sheet is issued

Options :

- 51245243673. 1
- 51245243674. 2
- 51245243675. 3
- 51245243676. 4

Question Number : 55 Question Id : 51245213954 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which is the appraisal of an employee by his or her peers?

1. Lateral appraisal
2. Rating committee
3. Appraisal by subordinates
4. None of the above

Options :

51245243677. 1

51245243678. 2

51245243679. 3

51245243680. 4

Question Number : 56 Question Id : 51245213955 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The direction of the performance appraisal is:

1. Bottom up
2. Steady
3. Top down
4. None of the above

Options :

51245243681. 1

51245243682. 2

51245243683. 3

51245243684. 4

Question Number : 57 Question Id : 51245213956 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Goal alignment refers to:

1. Face-to-face and computerised feedback regarding progress toward goals
2. Using computerized systems that measure and report the progress and exceptions any time
3. An integral part of the feedback process
4. The managers helping the employees see how the employee's goals and those of their department and company are connected

Options :

- 51245243685. 1
- 51245243686. 2
- 51245243687. 3
- 51245243688. 4

Question Number : 58 Question Id : 51245213957 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The evolving sequence of a person's work experiences over time is called:

1. Job
2. Work
3. Career
4. None of the above

Options :

- 51245243689. 1
- 51245243690. 2
- 51245243691. 3
- 51245243692. 4

Question Number : 59 Question Id : 51245213958 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

In which situation is a vacancy created?

1. Resignation of the employee
2. Employee promotion
3. Transfer of employee
4. All of the above

Options :

51245243693. 1

51245243694. 2

51245243695. 3

51245243696. 4

Question Number : 60 Question Id : 51245213959 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

An ongoing process by which individuals progress through a series of stages, each of which is characterised by a relatively unique set of issues, themes, and tasks is called:

1. Career development process
2. Career succession
3. Career enhancement
4. None of the above

Options :

51245243697. 1

51245243698. 2

51245243699. 3

51245243700. 4

Question Number : 61 Question Id : 51245213960 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Voluntary separation refers to the departure of an employee:

1. By their own desire
2. Without their volition
3. Both 1 and 2
4. None of the above

Options :

- 51245243701. 1
- 51245243702. 2
- 51245243703. 3
- 51245243704. 4

Question Number : 62 Question Id : 51245213961 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The period of notice given by exiting employee allows the organization to:

1. To train that employee
2. To find replacement
3. To assign more work to that employee
4. All of the above

Options :

- 51245243705. 1
- 51245243706. 2
- 51245243707. 3
- 51245243708. 4

Question Number : 63 Question Id : 51245213962 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which are the factors affecting the level of staff turnover?

1. Uncompetitive pay scale
2. Micromanagement
3. Ineffective HRM
4. All of the above

Options :

51245243709. 1

51245243710. 2

51245243711. 3

51245243712. 4

Question Number : 64 Question Id : 51245213963 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following may be claimed by an employee in case of retirement?

1. Gratuity
2. Provident fund
3. Leave encashment
4. All of the above

Options :

51245243713. 1

51245243714. 2

51245243715. 3

51245243716. 4

Question Number : 65 Question Id : 51245213964 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The tendency of people to think, feel, and act in a positive, neutral, or negative way towards a subject is called:

1. Attitude
2. Satisfaction
3. Ego
4. Opinion

Options :

- 51245243717. 1
- 51245243718. 2
- 51245243719. 3
- 51245243720. 4

Question Number : 66 Question Id : 51245213965 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which type of survey can provide valuable insight into workplace relationships, training, opportunities for growth, and work processes within an organization?

1. Employee assessment survey
2. Employee exit survey
3. Employee compensation survey
4. Employee improvement survey

Options :

- 51245243721. 1
- 51245243722. 2
- 51245243723. 3
- 51245243724. 4

Question Number : 67 Question Id : 51245213966 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Through which survey can the managers understand fresh perceptions of the employees about the organization and what gives the company a competitive edge compared to others?

1. Exit survey
2. Climate survey
3. New hire survey
4. Evaluation of training

Options :

- 51245243725. 1
- 51245243726. 2
- 51245243727. 3
- 51245243728. 4

Question Number : 68 Question Id : 51245213967 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The information collected by _____ helps to determine improvements in the training programs and decide whether to discontinue it.

1. Climate survey
2. New hire survey
3. Training Evaluation
4. None of the above

Options :

- 51245243729. 1
- 51245243730. 2
- 51245243731. 3
- 51245243732. 4

Question Number : 69 Question Id : 51245213968 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Labour Courts are constituted by:

1. Central government
2. State Governments
3. District court
4. None of the above

Options :

51245243733. 1

51245243734. 2

51245243735. 3

51245243736. 4

Question Number : 70 Question Id : 51245213969 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Cessation of work by a body of persons employed in any industry is called:

1. Strike
2. Closure
3. Retrenchment
4. Lay off

Options :

51245243737. 1

51245243738. 2

51245243739. 3

51245243740. 4

Question Number : 71 Question Id : 51245213970 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Permanent closing down of a place of employment is called:

1. Lock out
2. Retrenchment
3. Closure
4. None of the above

Options :

- 51245243741. 1
- 51245243742. 2
- 51245243743. 3
- 51245243744. 4

Question Number : 72 Question Id : 51245213971 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

In case of a public utility, employees have to give at least _____ days' notice before strike.

1. 7 days
2. 14 days
3. 21 days
4. 28 days

Options :

- 51245243745. 1
- 51245243746. 2
- 51245243747. 3
- 51245243748. 4

Question Number : 73 Question Id : 51245213972 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Contract Labour Act 1970 regulates:

1. Treatment of labour
2. Employment of contract labour
3. Leave of the employee
4. All of the above

Options :

51245243749. 1

51245243750. 2

51245243751. 3

51245243752. 4

Question Number : 74 Question Id : 51245213973 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

As per the Shops and Establishment Act, it is compulsory for registration of shop/establishment within _____ of commencement of work.

1. 10 days
2. 15 days
3. 30 days
4. 60 days

Options :

51245243753. 1

51245243754. 2

51245243755. 3

51245243756. 4

Question Number : 75 Question Id : 51245213974 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The Apprentice Act, 1961 in India is meant for enabling:

1. Children
2. Orphans
3. Poor children
4. All of the above

Options :

- 51245243757. 1
- 51245243758. 2
- 51245243759. 3
- 51245243760. 4

Question Number : 76 Question Id : 51245213975 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

A systematic effort to create and foster an environment that encourages employees to remain employed by having policies and practices in place that address their diverse needs is called_____.

1. Employee retention
2. Employee engagement
3. Encouragement
4. None of the above

Options :

- 51245243761. 1
- 51245243762. 2
- 51245243763. 3
- 51245243764. 4

Question Number : 77 Question Id : 51245213976 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The process of choosing the most appropriate action to achieve the long-term goals and objectives of the organization is called:

1. Turnover
2. Strategy formulation
3. Retention
4. Job security

Options :

- 51245243765. 1
- 51245243766. 2
- 51245243767. 3
- 51245243768. 4

Question Number : 78 Question Id : 51245213977 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____is the harmony or a satisfactory mix of work and other roles in a person's life space.

1. Work environment
2. Job security
3. Work-life balance
4. Opportunity

Options :

- 51245243769. 1
- 51245243770. 2
- 51245243771. 3
- 51245243772. 4

Question Number : 79 Question Id : 51245213978 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Organizational commitment reflects the employee's loyalty and the congruence between:

1. Individual and organizational goals and values
2. Only individual goals
3. Only organizational values
4. None of the above

Options :

51245243773. 1

51245243774. 2

51245243775. 3

51245243776. 4

Question Number : 80 Question Id : 51245213979 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Some employees are aware of the cost of leaving their current organization. Which type of commitment is involved in this?

1. Affective commitment
2. Continuance commitment
3. Normative commitment
4. All of the above

Options :

51245243777. 1

51245243778. 2

51245243779. 3

51245243780. 4

Question Number : 81 Question Id : 51245213980 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The relative strength of the individual's identification with and involvement in a particular organization is called:

1. Organizational outcomes
2. Performance
3. Organizational Commitment
4. All of the above

Options :

- 51245243781. 1
- 51245243782. 2
- 51245243783. 3
- 51245243784. 4

Question Number : 82 Question Id : 51245213981 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ is the degree to which an individual is attentive and absorbed in the performance of their roles.

1. Engagement
2. Involvement
3. Satisfaction
4. Commitment goal

Options :

- 51245243785. 1
- 51245243786. 2
- 51245243787. 3
- 51245243788. 4

Question Number : 83 Question Id : 51245213982 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Merger with another company or acquiring another company is a strategic choice which promises:

1. Organizational growth
2. Avoidance of competition
3. Greater and faster profit
4. All of the above

Options :

- 51245243789. 1
- 51245243790. 2
- 51245243791. 3
- 51245243792. 4

Question Number : 84 Question Id : 51245213983 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The purchase by one party, of controlling interest in the share capital, or all or substantially all of the assets and/or liabilities, of the target company is called:

1. Merger
2. Acquisition
3. Joint venture
4. Licensing

Options :

- 51245243793. 1
- 51245243794. 2
- 51245243795. 3
- 51245243796. 4

Question Number : 85 Question Id : 51245213984 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Combination stage of merger does not include which of the following:

1. Retaining and motivating key employees
2. Effectively managing resistance to change
3. Communicating with and enlisting stakeholders
4. Culture needs to be created and sustained

Options :

51245243797. 1

51245243798. 2

51245243799. 3

51245243800. 4

Question Number : 86 Question Id : 51245213985 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ are long-term issues to ensure that the system runs smoothly and effectively:

1. Operation and maintenance of HRIS
2. Adoption by staff
3. Maintenance of the HRIS
4. All of the above

Options :

51245243801. 1

51245243802. 2

51245243803. 3

51245243804. 4

Question Number : 87 Question Id : 51245213986 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

HR Analytics represents:

1. Performance between internal/external hires
2. Statistical techniques and experimental approaches
3. Productivity levels, and customer service excellence
4. None of the above

Options :

51245243805. 1

51245243806. 2

51245243807. 3

51245243808. 4

Question Number : 88 Question Id : 51245213987 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Salary administration, or personnel data administration are examples of :

1. Operational HRM
2. Relational HRM
3. Transformational HRM
4. None of the above

Options :

51245243809. 1

51245243810. 2

51245243811. 3

51245243812. 4

Question Number : 89 Question Id : 51245213988 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

According to Becker, Huselid, and Ulrich, HR scorecard includes which of the following?

1. Manage HR as a strategic asset
2. Demonstrate HR's contribution
3. Both 1 and 2
4. None of the above

Options :

51245243813. 1

51245243814. 2

51245243815. 3

51245243816. 4

Question Number : 90 Question Id : 51245213989 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

A leading indicator is a metric that mainly refers to:

1. Future developments
2. Past developments
3. Present developments
4. Historic developments

Options :

51245243817. 1

51245243818. 2

51245243819. 3

51245243820. 4

Question Number : 91 Question Id : 51245213990 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Balanced Scorecard is a strategic planning and management system that organizations use to:

1. Communicate what they are trying to accomplish
2. Align the day-to-day work that everyone is doing with strategy
3. Prioritize projects, products, and services
4. All of the above

Options :

- 51245243821. 1
- 51245243822. 2
- 51245243823. 3
- 51245243824. 4

Question Number : 92 Question Id : 51245213991 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which type of research is generally used for new product development to find a market niche?

1. Focus group
2. Personal interview
3. Observation
4. None of the above

Options :

- 51245243825. 1
- 51245243826. 2
- 51245243827. 3
- 51245243828. 4

Question Number : 93 Question Id : 51245213992 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

HR Manager participates in managing learning and knowledge at which level?

1. Individual
2. Team
3. Organization
4. All of the above

Options :

- 51245243829. 1
- 51245243830. 2
- 51245243831. 3
- 51245243832. 4

Question Number : 94 Question Id : 51245213993 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ is a dynamic process of creation, acquisition, and integration of knowledge for the development of capabilities which lead to a better organizational performance.

1. Organizational learning
2. Knowledge gaining
3. Strategic HRM
4. 1 & 2 both

Options :

- 51245243833. 1
- 51245243834. 2
- 51245243835. 3
- 51245243836. 4

Question Number : 95 Question Id : 51245213994 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

One of the following is not among the five competitive forces which drive more companies to outsource some or all of their HR functions:

1. Downsizing
2. Licensing
3. Globalization
4. Restructuring

Options :

- 51245243837. 1
- 51245243838. 2
- 51245243839. 3
- 51245243840. 4

Question Number : 96 Question Id : 51245213995 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Outsourcing contract involves renting of:

1. Technology
2. Service
3. Manpower
4. All of the above

Options :

- 51245243841. 1
- 51245243842. 2
- 51245243843. 3
- 51245243844. 4

Question Number : 97 Question Id : 51245213996 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Co-sourcing is the practice of sharing a business process across two or more parties such that each party:

1. Bills the other
2. Is paid by the other
3. Is mutually dependent on the other party
4. Sues the other

Options :

- 51245243845. 1
- 51245243846. 2
- 51245243847. 3
- 51245243848. 4

Question Number : 98 Question Id : 51245213997 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Drucker considers a future where company is a source of personal:

1. Power
2. Employment
3. Career
4. Assurance

Options :

- 51245243849. 1
- 51245243850. 2
- 51245243851. 3
- 51245243852. 4

Question Number : 99 Question Id : 51245213998 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Because of short supply of _____ HR will have to evolve its ways to find, engage, and retain people who possess it.

1. Beauty
2. Talent
3. Connections
4. Experience

Options :

- 51245243853. 1
- 51245243854. 2
- 51245243855. 3
- 51245243856. 4

Question Number : 100 Question Id : 51245213999 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

In a survey which studied how culture shaped the influence of pressure groups such as labor unions,

1. Managers said that the unions often created problems for the management.
2. Unions said that the management creates problems for the unions.
3. Industry reported that government creates problems for the management.
4. Government reported that the industry creates problems for the government.

Options :

- 51245243857. 1
- 51245243858. 2
- 51245243859. 3
- 51245243860. 4