

National Testing Agency

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Human Resource Management

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Human Resource Management-1

Section Id :	603489259
Section Number :	1
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Number of Questions :	100
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Section Marks :	100
Enable Mark as Answered Mark for Review and Clear Response :	Yes
Sub-Section Number :	1
Sub-Section Id :	603489488
Question Shuffling Allowed :	Yes

Question Number : 1 Question Id : 60348913240 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is not an evolutionary stage of Human Resource Management?

1. Strategic Management
2. Personnel Administration
3. Labour Welfare
4. Industrial Relations

Options :

60348950119. 1

60348950120. 2

60348950121. 3

60348950122. 4

Question Number : 2 Question Id : 60348913241 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is not covered under the scope of Human Resource Management?

1. Industrial Relations
2. Manpower Planning
3. Formulation of Organizational Goals
4. Strategic Partnership

Options :

60348950123. 1

60348950124. 2

60348950125. 3

60348950126. 4

Question Number : 3 Question Id : 60348913242 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is not a role of an HR Manager?

1. Customer Relationship Management
2. Change Agent
3. Strategic Partner
4. Policy Implementation

Options :

60348950127. 1

60348950128. 2

60348950129. 3

60348950130. 4

Question Number : 4 Question Id : 60348913243 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

According to Ulrich, which of the following is a role of an HR in an organization?

1. Advisor
2. Counsellor
3. Change Agent
4. Service Provider

Options :

60348950131. 1

60348950132. 2

60348950133. 3

60348950134. 4

Question Number : 5 Question Id : 60348913244 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is the strategic process of assimilating new employees into the organization

1. Onboarding
2. Coaching
3. Mentoring
4. Simulation

Options :

60348950135. 1

60348950136. 2

60348950137. 3

60348950138. 4

Question Number : 6 Question Id : 60348913245 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The process of choosing individuals with the correct qualifications needed to fill jobs in an organization is called as _____

1. Appraisal
2. Collective Bargaining
3. Selection
4. Recruitment

Options :

60348950139. 1

60348950140. 2

60348950141. 3

60348950142. 4

Question Number : 7 Question Id : 60348913246 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of these is not a step of performance appraisal?

1. Communicating Standards
2. Comparing Actual with Standards
3. Discussing the Results
4. Adjusting the Standards

Options :

60348950143. 1

60348950144. 2

60348950145. 3

60348950146. 4

Question Number : 8 Question Id : 60348913247 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is an essential HR competency listed by Society for HRM?

1. Business Acumen
2. Customer Relations
3. Logistics Management
4. None of these

Options :

60348950147. 1

60348950148. 2

60348950149. 3

60348950150. 4

Question Number : 9 Question Id : 60348913248 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The dimension which measures the competency of the company's top management to lower level employee is called

1. HRD Systems Maturity Score
2. HRD Competency Score
3. HRD Culture
4. Employee Linkage Score

Options :

60348950151. 1

60348950152. 2

60348950153. 3

60348950154. 4

Question Number : 10 Question Id : 60348913249 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

HR Manager being a credible activist should

- A. Take Initiative in The Organization
- B. Escalate Minor Issues to The Top Management
- C. Identify and Terminate Problem Creators
- D. Build Strong Interpersonal Relationship

Choose the **correct** answer from the options given below:

1. A and C only
2. B and D only
3. A and B only
4. A and D only

Options :

60348950155. 1

60348950156. 2

60348950157. 3

60348950158. 4

Question Number : 11 Question Id : 60348913250 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Offshoring of human resources means

1. Substituting foreign for domestic labor
2. Importing
3. Subcontracting a part of production to another firm
4. Exporting

Options :

60348950159. 1

60348950160. 2

60348950161. 3

60348950162. 4

Question Number : 12 Question Id : 60348913251 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Who is considered to be the father of Six Sigma?

1. Bill Smith
2. Deming
3. Crosby
4. Taguchi

Options :

60348950163. 1

60348950164. 2

60348950165. 3

60348950166. 4

Question Number : 13 Question Id : 60348913252 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

SHRM develops an organizational culture that fosters

1. Innovation
2. Flexibility
3. Competitive Advantage
4. All of these

Options :

60348950167. 1

60348950168. 2

60348950169. 3

60348950170. 4

Question Number : 14 Question Id : 60348913253 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Making a fit between company's competitive aims and each department's plan is?

1. Strategic Planning
2. Strategic Fit
3. Corporate Strategy
4. Competitive Strategy

Options :

60348950171. 1

60348950172. 2

60348950173. 3

60348950174. 4

Question Number : 15 Question Id : 60348913254 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which one of the following is not a part of process of Human Resource Planning?

1. Analyzing Existing HR
2. Implementation of HR plan
3. Recruitment
4. Analyzing Organizational Objective

Options :

60348950175. 1

60348950176. 2

60348950177. 3

60348950178. 4

Question Number : 16 Question Id : 60348913255 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The final process of a job analysis is the preparation of two statements, namely

1. Job Observation and Job Description
2. Job Specification and Job Observation
3. Job Description and Job Specification
4. None of these

Options :

60348950179. 1

60348950180. 2

60348950181. 3

60348950182. 4

Question Number : 17 Question Id : 60348913256 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

To calculate the need for manpower on the basis of the average loss of manpower due to leave, retirement, death, transfer, discharge, etc. is known as

1. Work Load Analysis
2. Work Force Analysis
3. Job Analysis
4. Forecasting

Options :

- 60348950183. 1
- 60348950184. 2
- 60348950185. 3
- 60348950186. 4

**Question Number : 18 Question Id : 60348913257 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

Working condition and hazards involved in a job is included in

1. Job Analysis
2. Job Description
3. Job Design
4. None of these

Options :

- 60348950187. 1
- 60348950188. 2
- 60348950189. 3
- 60348950190. 4

**Question Number : 19 Question Id : 60348913258 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

The term KSA stands for

1. Knowledge, Skill, Aptitude
2. Knowledge, System, Aptitude
3. Knowledge, Skill, Approach
4. Knowledge, Skill, Attitude

Options :

60348950191. 1

60348950192. 2

60348950193. 3

60348950194. 4

Question Number : 20 Question Id : 60348913259 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

_____ refers to the process of identifying and attracting job seekers so as to build a pool of qualified job applicants

1. Selection
2. Training
3. Recruitment
4. Induction

Options :

60348950195. 1

60348950196. 2

60348950197. 3

60348950198. 4

Question Number : 21 Question Id : 60348913260 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which among the following is not a source of external recruitment?

1. Promotion
2. Walk in interview
3. Naukri
4. LinkedIn

Options :

60348950199. 1

60348950200. 2

60348950201. 3

60348950202. 4

Question Number : 22 Question Id : 60348913261 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

In a hiring cycle, selection process is generally considered as a _____ process

1. Positive
2. Neutral
3. Negative
4. None of these

Options :

60348950203. 1

60348950204. 2

60348950205. 3

60348950206. 4

Question Number : 23 Question Id : 60348913262 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Arrange the steps of selection in correct sequence

- A. Medical Examination
- B. Screening Application
- C. Interview
- D. Hiring

Choose the **correct** answer from the options given below

- 1. D, B, C, A
- 2. B, C, A, D
- 3. A, B, C, D
- 4. D, C, B, A

Options :

- 60348950207. 1
- 60348950208. 2
- 60348950209. 3
- 60348950210. 4

**Question Number : 24 Question Id : 60348913263 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

An interview in which interviewer writes questions and answers before time is called?

- 1. Directive Interview
- 2. Non-directive Interview
- 3. Both the options
- 4. None of these

Options :

- 60348950211. 1
- 60348950212. 2
- 60348950213. 3
- 60348950214. 4

Question Number : 25 Question Id : 60348913264 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which among the following interview technique involves interrupting, provoking and challenging the interviewee?

1. Behavioral Interview
2. Case Interview
3. Stress Interview
4. All of these

Options :

60348950215. 1

60348950216. 2

60348950217. 3

60348950218. 4

Question Number : 26 Question Id : 60348913265 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Now a days which form of interviewing is used quite often as a first level of interview?

1. Video
2. Telephone
3. Unstructured
4. Stress

Options :

60348950219. 1

60348950220. 2

60348950221. 3

60348950222. 4

Question Number : 27 Question Id : 60348913266 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

_____ questions are based on imaginary situations

1. Play Back Questions
2. Behavioral Questions
3. Continuity Questions
4. Hypothetical Questions

Options :

60348950223. 1

60348950224. 2

60348950225. 3

60348950226. 4

Question Number : 28 Question Id : 60348913267 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is a systematic and planned introduction of employees to their jobs, their co-workers and the organization?

1. Job Evaluation
2. Mentoring
3. Orientation
4. Placement

Options :

60348950227. 1

60348950228. 2

60348950229. 3

60348950230. 4

Question Number : 29 Question Id : 60348913268 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is not an objective of employee orientation?

1. Preventing Employee Alienation
2. Developing Team Spirit
3. Acclimatizing the Employees
4. Raising the Salary of the Employees

Options :

60348950231. 1

60348950232. 2

60348950233. 3

60348950234. 4

Question Number : 30 Question Id : 60348913269 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is/are covered in a training evaluation?

1. Reaction
2. Results
3. Behavior
4. All of these

Options :

60348950235. 1

60348950236. 2

60348950237. 3

60348950238. 4

Question Number : 31 Question Id : 60348913270 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following methods is also known as staked ranking ?

1. Rating scale
2. Ranking method
3. Forced distribution method
4. Forced choice method

Options :

60348950239. 1

60348950240. 2

60348950241. 3

60348950242. 4

Question Number : 32 Question Id : 60348913271 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Career planning helps an employee to

1. Make a succession plan.
2. To attain career goals.
3. To giving up a job.
4. None of these

Options :

60348950243. 1

60348950244. 2

60348950245. 3

60348950246. 4

Question Number : 33 Question Id : 60348913272 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Where can Industrial Relations be tracked in the evolution of HRM?

1. Labour welfare stage
2. Personnel management stage.
3. Human Resource Management stage.
4. Industry 4.0

Options :

60348950247. 1

60348950248. 2

60348950249. 3

60348950250. 4

Question Number : 34 Question Id : 60348913273 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which approach of employee relations, does consider conflicts and strikes to be constructive?

1. Marxist approach
2. Pluralistic approach
3. Unitary approach
4. Human relations approach

Options :

60348950251. 1

60348950252. 2

60348950253. 3

60348950254. 4

Question Number : 35 Question Id : 60348913274 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which training method helps to study from direct observations of working and processes?

1. Lecture method
2. E-learning
3. Vestibule training
4. Field Trips

Options :

60348950255. 1

60348950256. 2

60348950257. 3

60348950258. 4

Question Number : 36 Question Id : 60348913275 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

_____ performance appraisal method usually uses a 5-point rating scale.

1. Confidential report
2. Rating scale
3. Graphics rating scale
4. Ranking method

Options :

60348950259. 1

60348950260. 2

60348950261. 3

60348950262. 4

Question Number : 37 Question Id : 60348913276 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

In which Performance Appraisal method, behaviour of employees in various circumstances are recorded?

1. Field review method
2. Confidential method
3. Paired comparison method
4. Critical incident method

Options :

60348950263. 1

60348950264. 2

60348950265. 3

60348950266. 4

Question Number : 38 Question Id : 60348913277 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Human Resource Management is essentially a

1. Matrix function
2. Line function
3. Staff function
4. Line and Staff function

Options :

60348950267. 1

60348950268. 2

60348950269. 3

60348950270. 4

Question Number : 39 Question Id : 60348913278 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Necessity of an Executive Development Plan is to

1. Develop skill and competencies.
2. Frame new leaders
3. Improve interpersonal skills
4. All of these

Options :

60348950271. 1

60348950272. 2

60348950273. 3

60348950274. 4

Question Number : 40 Question Id : 60348913279 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The knowledge and skills generated, retained and utilized is known as

1. Human development
2. Human capital
3. Human aspiration
4. None of these

Options :

60348950275. 1

60348950276. 2

60348950277. 3

60348950278. 4

Question Number : 41 Question Id : 60348913280 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which forecasting methods yields the fastest output?

1. Work study technique
2. Flow models
3. Ratio trend analysis
4. HR Demand forecast

Options :

60348950279. 1

60348950280. 2

60348950281. 3

60348950282. 4

Question Number : 42 Question Id : 60348913281 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Human resource planning not only fulfils the demand for labor but also involve

1. Ensuring the supply of right number of people
2. Selecting the best from the pool candidates
3. The cost incurred in directing line managers
4. The cost incurred in training line managers

Options :

60348950283. 1

60348950284. 2

60348950285. 3

60348950286. 4

Question Number : 43 Question Id : 60348913282 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The performance method which allows employees to set their own goals is known as

1. MBO
2. 360-Appraisal
3. Self-assessment
4. BARS

Options :

60348950287. 1

60348950288. 2

60348950289. 3

60348950290. 4

Question Number : 44 Question Id : 60348913283 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Job descriptions contains sections that explains

1. Duties & responsibilities
2. Job summary
3. Working conditions
4. All of these

Options :

60348950291. 1

60348950292. 2

60348950293. 3

60348950294. 4

Question Number : 45 Question Id : 60348913284 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Too much reliance on internal recruitment can result in

1. Restricted talent pool
2. Poor team work
3. Internal conflict
4. A burden on HR Department

Options :

60348950295. 1

60348950296. 2

60348950297. 3

60348950298. 4

Question Number : 46 Question Id : 60348913285 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Identifying the right talents in rival companies and giving them a better offer to lure them is known as

1. Competingo
2. Acquisition
3. Poaching
4. Onboarding

Options :

60348950299. 1

60348950300. 2

60348950301. 3

60348950302. 4

Question Number : 47 Question Id : 60348913286 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which type of information is predominantly covered in an orientation process?

1. Job location
2. Training and education benefits
3. Job safety requirements
4. General information about the nature and work routine

Options :

60348950303. 1

60348950304. 2

60348950305. 3

60348950306. 4

Question Number : 48 Question Id : 60348913287 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is not an on-the-job-training method?

1. Case study
2. MBO
3. Job rotation
4. Understudy

Options :

60348950307. 1

60348950308. 2

60348950309. 3

60348950310. 4

Question Number : 49 Question Id : 60348913288 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

An advantage of Management by Objectives is

1. Provides behavioral anchors
2. Avoids central tendency and bias
3. Jointly agreed performance objectives
4. Offers an Ongoing evaluation

Options :

60348950311. 1

60348950312. 2

60348950313. 3

60348950314. 4

Question Number : 50 Question Id : 60348913289 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Performance development plan is set for the employee by

1. Employer
2. Department Head
3. Immediate Boss
4. HR Manager

Options :

60348950315. 1

60348950316. 2

60348950317. 3

60348950318. 4

Question Number : 51 Question Id : 60348913290 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

When rating of an employee trait, biases are created on other traits it is called

1. Halo Effect
2. Dejavu Effect
3. Placebo Effect
4. Narrow Effect

Options :

60348950319. 1

60348950320. 2

60348950321. 3

60348950322. 4

Question Number : 52 Question Id : 60348913291 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Job evaluation tries to make a systematic comparison of

1. Workers
2. Jobs
3. Machines
4. Departments

Options :

60348950323. 1

60348950324. 2

60348950325. 3

60348950326. 4

Question Number : 53 Question Id : 60348913292 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

A quantitative process of job evaluation does not include

1. Classifying jobs
2. Grading jobs
3. Ranking jobs
4. Designing jobs

Options :

60348950327. 1

60348950328. 2

60348950329. 3

60348950330. 4

Question Number : 54 Question Id : 60348913293 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Compensations which are direct in nature includes which of the following?

1. Unpaid leave
2. Flexible benefits
3. Sick leave
4. Incentive pay

Options :

60348950331. 1

60348950332. 2

60348950333. 3

60348950334. 4

Question Number : 55 Question Id : 60348913294 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

First step towards Human Resource Development in any organization is

1. Deciding the developmental approaches
2. Assessing the needs for development
3. Identifying capabilities
4. Formulate HR Plans

Options :

60348950335. 1

60348950336. 2

60348950337. 3

60348950338. 4

Question Number : 56 Question Id : 60348913295 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The PDCA Cycle for Total Quality Management was proposed by

1. W E Deming
2. Drucker
3. Elton Mayo
4. Flippo

Options :

60348950339. 1

60348950340. 2

60348950341. 3

60348950342. 4

Question Number : 57 Question Id : 60348913296 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Kaizen can be best described as

1. A quick process of continuous improvement
2. A slow process of continuous improvement
3. A process that is used to re-engineer all the processes
4. None of these

Options :

60348950343. 1

60348950344. 2

60348950345. 3

60348950346. 4

Question Number : 58 Question Id : 60348913297 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Six Sigma quality includes

1. 3.7 defects per million
2. 3.4 defects pper million
3. 2.7 defects per million
4. 2.4 defects per million

Options :

60348950347. 1

60348950348. 2

60348950349. 3

60348950350. 4

Question Number : 59 Question Id : 60348913298 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is not a method to ensure work life balance?

1. Compressed work week
2. Promotion
3. Flexitime
4. Adequate leaves

Options :

60348950351. 1

60348950352. 2

60348950353. 3

60348950354. 4

Question Number : 60 Question Id : 60348913299 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is not a method of Job evaluation?

1. Ranking method
2. Grading method
3. Paired comparison method
4. Point method

Options :

60348950355. 1

60348950356. 2

60348950357. 3

60348950358. 4

Question Number : 61 Question Id : 60348913300 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Modern approach of HR accounting treats human resource as

1. Expenditure
2. Physical asset
3. Physical liabilities
4. Capital investment

Options :

60348950359. 1

60348950360. 2

60348950361. 3

60348950362. 4

Question Number : 62 Question Id : 60348913301 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is not a typically used procedure to reduce the total number of employees in an organization?

1. Layoffs
2. Terminations
3. Early Retirements
4. Strike

Options :

60348950363. 1

60348950364. 2

60348950365. 3

60348950366. 4

Question Number : 63 Question Id : 60348913302 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The time scale of performance appraisal is

1. Annual
2. Daily
3. Weekly
4. Bi-Weekly

Options :

60348950367. 1

60348950368. 2

60348950369. 3

60348950370. 4

Question Number : 64 Question Id : 60348913303 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Unethical workplace behaviors include

1. Verbal abuse
2. Embezzlement
3. Non-office related work
4. All of these

Options :

60348950371. 1

60348950372. 2

60348950373. 3

60348950374. 4

Question Number : 65 Question Id : 60348913304 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

What does an organization depict through its CSR activities?

1. Commitment towards the society
2. Organizational success
3. Profit making
4. Employee engagement

Options :

60348950375. 1

60348950376. 2

60348950377. 3

60348950378. 4

Question Number : 66 Question Id : 60348913305 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which one is not a duty of HR in an employee relations function?

1. Implementing policies
2. Disputes resolution
3. Certification of standing order
4. Domestic enquiry

Options :

60348950379. 1

60348950380. 2

60348950381. 3

60348950382. 4

Question Number : 67 Question Id : 60348913306 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Job analysis can be used in which of the following?

1. Training and development
2. Recruitment and selection
3. Performance appraisal
4. All of these

Options :

60348950383. 1

60348950384. 2

60348950385. 3

60348950386. 4

Question Number : 68 Question Id : 60348913307 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which among the following is a non-analytical method?

1. Ranking
2. Point rating
3. Factor comparison
4. Paired comparison

Options :

60348950387. 1

60348950388. 2

60348950389. 3

60348950390. 4

Question Number : 69 Question Id : 60348913308 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Job evaluation results in

- A. Employee satisfaction
- B. Employee engagement
- C. Selection of Employees
- D. Standardization

Choose the **correct** answer from the options given below:

- 1. A and B only
- 2. B and C only
- 3. C and D only
- 4. A and C only

Options :

- 60348950391. 1
- 60348950392. 2
- 60348950393. 3
- 60348950394. 4

Question Number : 70 Question Id : 60348913309 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which among the following is a non-statutory employee benefit ?

- 1. Conveyance allowance
- 2. Subsistence allowance
- 3. Paternity leave
- 4. Leave with wages

Options :

- 60348950395. 1
- 60348950396. 2
- 60348950397. 3
- 60348950398. 4

Question Number : 71 Question Id : 60348913310 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of these is not an outcome of onboarding ?

1. Improving Health
2. Enhancing Self Efficacy
3. Promoting Social Integration
4. Increasing Role Clarity

Options :

60348950399. 1

60348950400. 2

60348950401. 3

60348950402. 4

Question Number : 72 Question Id : 60348913311 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Career anchor depicts an employee's _____

1. Halt in career
2. Upliftment in career
3. End of career
4. Career retardation

Options :

60348950403. 1

60348950404. 2

60348950405. 3

60348950406. 4

Question Number : 73 Question Id : 60348913312 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The approaches to succession planning are

1. Participatory approach
2. Competency based approach
3. Quantitative approach
4. Pragmatic approach

Options :

60348950407. 1

60348950408. 2

60348950409. 3

60348950410. 4

Question Number : 74 Question Id : 60348913313 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is the key outcome of performance management?

1. Setting benchmark
2. Increasing Revenue
3. Achieving Organizational Goals
4. Competing with Peer Organization

Options :

60348950411. 1

60348950412. 2

60348950413. 3

60348950414. 4

Question Number : 75 Question Id : 60348913314 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

An orderly replacement of key employees in an organization is known as

1. Career planning
2. Performance management
3. Succession planning
4. Assessment centers

Options :

60348950415. 1

60348950416. 2

60348950417. 3

60348950418. 4

Question Number : 76 Question Id : 60348913315 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Analyze and arrange the process of coaching.

- A. Exploring ideas
- B. Removing barriers
- C. Identifying a problem or issue
- D. Refining and reflecting
- E. Taking action

Choose the **correct** answer from the options given below

1. C-A-B-E-D
2. A-D-E-B-C
3. E-B-A-C-D
4. A-B-D-C-E

Options :

60348950419. 1

60348950420. 2

60348950421. 3

60348950422. 4

Question Number : 77 Question Id : 60348913316 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

An effective counselling should have

1. An action plan
2. Judgmental attitude
3. No follow up
4. No element of listening

Options :

60348950423. 1

60348950424. 2

60348950425. 3

60348950426. 4

Question Number : 78 Question Id : 60348913317 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which among the following is not a type of an on-the-job-training method?

1. Job rotation
2. Job instruction
3. Job analysis
4. Internships

Options :

60348950427. 1

60348950428. 2

60348950429. 3

60348950430. 4

Question Number : 79 Question Id : 60348913318 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The software enabled training method that offers real- life scenarios is known as

1. E-learning
2. Simulation
3. Programmed instructions
4. VR Training

Options :

60348950431. 1

60348950432. 2

60348950433. 3

60348950434. 4

Question Number : 80 Question Id : 60348913319 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The method in which trainees enact the role of person in a real-life situation is

1. Behavior modelling
2. Roleplay
3. Gamification
4. Management games

Options :

60348950435. 1

60348950436. 2

60348950437. 3

60348950438. 4

Question Number : 81 Question Id : 60348913320 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Refurbish the steps involved in a performance management process

- A. Develop KPI.
- B. Setting performance goals.
- C. Reviewing performance.
- D. Rewarding performance

Choose the **correct** answer from the options given below

- 1. B-A-C-D
- 2. C-A-B-D
- 3. C-B-A-D
- 4. B-C-D-A

Options :

- 60348950439. 1
- 60348950440. 2
- 60348950441. 3
- 60348950442. 4

Question Number : 82 Question Id : 60348913321 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

What does KPI stand for?

- 1. Know Profile Index
- 2. Knowledge Perform Intelligence
- 3. Key Performance Indicators
- 4. Key Plan Initiative

Options :

- 60348950443. 1
- 60348950444. 2
- 60348950445. 3
- 60348950446. 4

Question Number : 83 Question Id : 60348913322 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which among the following is a performance feed-back mechanism used in Performance Management?

1. 360-degree appraisal
2. PCMM
3. Competency mapping
4. CMMI

Options :

60348950447. 1

60348950448. 2

60348950449. 3

60348950450. 4

Question Number : 84 Question Id : 60348913323 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is a traditional method in performance appraisal

1. MBO
2. Graphic Rating scale
3. HR Accounting method
4. Assessment Centre

Options :

60348950451. 1

60348950452. 2

60348950453. 3

60348950454. 4

Question Number : 85 Question Id : 60348913324 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which among the following should be addressed for the enhancement of performance appraisal?

1. Recency effect
2. Halo effect
3. Bias
4. All of these

Options :

60348950455. 1

60348950456. 2

60348950457. 3

60348950458. 4

Question Number : 86 Question Id : 60348913325 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

A method that focuses on the net contribution of an employees to the company in a financial-terms is known as:

1. BARS
2. 360-degree feedback
3. Human Resource Accounting
4. HR Auditing

Options :

60348950459. 1

60348950460. 2

60348950461. 3

60348950462. 4

Question Number : 87 Question Id : 60348913326 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

A direct compensation includes :

- A. Health insurance.
- B. Incentives.
- C. Risk allowance.
- D. Annual leave

Choose the **correct** answer from the options given below:

- 1. A and B only
- 2. B and C only
- 3. C and D only
- 4. A and C only

Options :

- 60348950463. 1
- 60348950464. 2
- 60348950465. 3
- 60348950466. 4

**Question Number : 88 Question Id : 60348913327 Question Type : MCQ Option Shuffling : No
Is Question Mandatory : No**

Correct Marks : 1 Wrong Marks : 0

Which is not a factor that determines the pay structure in an organization?

- 1. Labour market
- 2. Ability to Pay
- 3. Bargaining power of the employee
- 4. Employee Diversity

Options :

- 60348950467. 1
- 60348950468. 2
- 60348950469. 3
- 60348950470. 4

Question Number : 89 Question Id : 60348913328 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which theory is associated with compensation management?

1. Demand and supply theory
2. Resource based theory
3. Human capital theory
4. Behavioristic theory

Options :

60348950471. 1

60348950472. 2

60348950473. 3

60348950474. 4

Question Number : 90 Question Id : 60348913329 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The act which regulates the wages of the employees in India is:

1. The Minimum Wages Act
2. The Payment of Wages Act
3. The Payment of Bonus Act
4. The Equal Remuneration Act

Options :

60348950475. 1

60348950476. 2

60348950477. 3

60348950478. 4

Question Number : 91 Question Id : 60348913330 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which one of the following statements is true with reference to counselling?

1. Getting emotionally involved with clients
2. Giving advice and being judgmental
3. Attempting to sort out problem of clients
4. Prescribing medicines

Options :

60348950479. 1

60348950480. 2

60348950481. 3

60348950482. 4

Question Number : 92 Question Id : 60348913331 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

According to performance analysis quadrant, where will we plot an employee with an improper attitude ?

1. Motivation
2. Training
3. Selection
4. Resources

Options :

60348950483. 1

60348950484. 2

60348950485. 3

60348950486. 4

Question Number : 93 Question Id : 60348913332 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

In which phase of counselling, counsellor tries to win the trust of the employee?

1. Intervention phase
2. Assessment phase
3. Rapport building phase
4. Termination phase

Options :

60348950487. 1

60348950488. 2

60348950489. 3

60348950490. 4

Question Number : 94 Question Id : 60348913333 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is the primary activity in the Indian Economy?

1. Construction
2. Manufacturing
3. Agriculture
4. Financial services

Options :

60348950491. 1

60348950492. 2

60348950493. 3

60348950494. 4

Question Number : 95 Question Id : 60348913334 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following are the indicators to examine the labor supply in India?

1. Work participation rate
2. Labour force participation rate
3. Both the options
4. Neither of these

Options :

60348950495. 1

60348950496. 2

60348950497. 3

60348950498. 4

Question Number : 96 Question Id : 60348913335 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

A situation where management is unable to provide employment due to non-availability of work is called

1. Lock-out
2. Lay-off
3. Termination
4. Attrition

Options :

60348950499. 1

60348950500. 2

60348950501. 3

60348950502. 4

Question Number : 97 Question Id : 60348913336 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The main issues involved in industrial relations function consists of

1. Collective bargaining
2. Machinery for settlement of industrial disputes
3. Workers participation in management
4. All of these

Options :

60348950503. 1

60348950504. 2

60348950505. 3

60348950506. 4

Question Number : 98 Question Id : 60348913337 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following theories states that each organization is made up of management, union, and employee sub groups and each of them have their own bargaining powers?

1. Unitary theory
2. Radical theory
3. Pluralsitic theory
4. Marxist theory

Options :

60348950507. 1

60348950508. 2

60348950509. 3

60348950510. 4

Question Number : 99 Question Id : 60348913338 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which among the following is true about HR Audit?

1. It is done by internal employees
2. It is done by external consultants
3. It is statutory requirement
4. It acts as a performance benchmark

Options :

60348950511. 1

60348950512. 2

60348950513. 3

60348950514. 4

Question Number : 100 Question Id : 60348913339 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which is not an advantage of HRIS?

1. Better Supervision
2. Control Over Human Resources
3. Data Volume Management
4. Create Employer Brand

Options :

60348950515. 1

60348950516. 2

60348950517. 3

60348950518. 4