National Testing Agency

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MS 2 Management of Human Resources

Group Number :	1
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MS 2 Management of Human Resources -1

Section Id :	603489388
Section Number :	1
Section type :	Online
Mandatory or Optional :	Mandatory

Number of Questions :	20
Number of Questions to be attempted :	20
Section Marks :	20
Enable Mark as Answered Mark for Review and Clear Response :	Yes
Sub-Section Number :	1
Sub-Section Id :	603489717
Question Shuffling Allowed :	Yes

Question Number : 1 Question Id : 60348919018 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is not the aim of HRM?

1. Procuring, training, developing and maintaining efficient workforce for organizational and individual goals.
2. Working on healthy working life balance and working environment of an organization.
3. Maintaining smooth flow of job opportunities and eliminating waste of Human resources.
4. Maximum use of human resource of an organization for organizational goals only.

Options :

60348971665. 1

60348971666. 2

60348971667. 3

60348971668. 4

Question Number : 2 Question Id : 60348919019 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Job refers to "a collection of position similar enough to one another in terms of their work behaviors to share a common job title". This idea is propounded by whom?

1. R.J. Harvey
2. Morris Viteles
3. B. Schneider and A.M. Konz
4. US Department of Labour

Options :

60348971669. 1

60348971670. 2

60348971671. 3

60348971672. 4

Question Number : 3 Question Id : 60348919020 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is not content of job analysis

1. characteristics of job
2. what workers does and what material and equipment required
3. personnel attributes
4. workers' preference to job

Options :

60348971673. 1

60348971674. 2

60348971675. 3

60348971676. 4

Question Number : 4 Question Id : 60348919021 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is false with respect of competency mapping

1. it is knowledge, experience, attitude and feedback involved in skills
2. acceptable level of competency in each skill is explained for performance appraisal
3. each competency in skill is measured against standards
4. competencies are kept sperate and not grouped based on major functions

Options :

60348971677. 1

60348971678. 2

60348971679. 3

60348971680. 4

Question Number : 5 Question Id : 60348919022 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The assessment center technique was first initiated by

1. Boston Consulting group
2. Thomas Assessment Pvt ltd.
3. American Telephone and Telegraph Company
4. International Personnel Management Association

Options :

60348971681. 1

60348971682. 2

60348971683. 3

60348971684. 4

Question Number : 6 Question Id : 60348919023 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

MOSAIC stands for

1. Multipurpose Occupational System Analysis Inventory
2. Multipurpose occupational structure assessment and information center
3. Multipurpose Occupational systematic assessment
4. Multipurpose occupational staff assessment center

Options :

60348971685. 1

60348971686. 2

60348971687. 3

60348971688. 4

Question Number : 7 Question Id : 60348919024 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 performance appraisal?

1. Reviewing past performance
2. Assessing training needs
3. Planning new selection process
4. Setting targets for future performance

Options :

60348971689. 1

60348971690. 2

60348971691. 3

60348971692. 4

Question Number : 8 Question Id : 60348919025 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Arrange the following steps of performance appraisal process in order

A. Comparing actual performance with standards

B. Introduce corrective measures

C. Establish performance standards

D. Communicating performance standards and thus measuring actual performance

Choose the *correct* answer from the options given below

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

Options :

60348971693. 1

60348971694. 2

60348971695. 3

60348971696. 4

Question Number : 9 Question Id : 60348919026 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

What is not a benefit of performance appraisal for an organization?

1. Improved performance of employees
2. Identifying need for training development
3. Increased job satisfaction
4. A culture of continuous development

Options :

60348971697. 1

60348971698. 2

60348971699. 3

60348971700. 4

Question Number : 10 Question Id : 60348919027 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Match **List I** with **List II**

Match the following methods of performance appraisal with their description method

List I	List II
A. Critical incident method	I. choosing from equally good or bad traits for performance appraisal
B. Checklist method	II. focusing on key behaviour affecting effective performance
C. Graphical Rating scale	III. using behavioural descriptions and keeping check on them
D. Forced choice method	IV. measuring quality of work, knowledge, cooperation, loyalty etc. on graphical scale

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

1. A - IV, B - III, C - II, D - I
2. A - I, B - III, C - IV, D - II
3. A - II, B - IV, C - III, D - I
4. A - III, B - IV, C - I, D - II

Options :

60348971701. 1

60348971702. 2

60348971703. 3

60348971704. 4

Question Number : 11 Question Id : 60348919028 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

What is management by objectives?

1. Improving performance by clearly defining the objectives of an organization
2. Managing the objectives
3. Focusing on organizational strategies and policies
4. Setting the objectives by management

Options :

60348971705. 1

60348971706. 2

60348971707. 3

60348971708. 4

Question Number : 12 Question Id : 60348919029 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

What is 360 degree appraisal?

1. Collecting performance information from the day of joining to the day of leaving the organization
2. Collecting performance information from the individual as well from his superior, subordinates, fellow colleagues, team members, customers, suppliers etc.
3. Collecting performance information before and after the interventions
4. Collecting detailed information of performance

Options :

60348971709. 1

60348971710. 2

60348971711. 3

60348971712. 4

Question Number : 13 Question Id : 60348919030 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

IPMA stands for

1. International performance management association
2. Indian performance management act
3. Indian personnel management association
4. International personnel management association

Options :

60348971713. 1

60348971714. 2

60348971715. 3

60348971716. 4

Question Number : 14 Question Id : 60348919031 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is false with respect to development centers?

1. It does not have any pass/ fail criteria
2. It has few assessors and many participants
3. It aims towards developing individual
4. Emphases is on self-assessment

Options :

60348971717. 1

60348971718. 2

60348971719. 3

60348971720. 4

Question Number : 15 Question Id : 60348919032 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which is/are not tool of HR research?

1. Surveys
2. Tests
3. Interview
4. Historical records

Options :

60348971721. 1

60348971722. 2

60348971723. 3

60348971724. 4

Question Number : 16 Question Id : 60348919033 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which is best method of HR Audit when HR department is decentralized?

1. Conducting at corporate headquarters
2. Conducted by consultants
3. Conducted by audit team
4. Conducted by staff at all level

Options :

60348971725. 1

60348971726. 2

60348971727. 3

60348971728. 4

Question Number : 17 Question Id : 60348919034 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following does not comes under the ambit of "Matching the role and person"
under personnel function?

1. Placement
2. Recruitment and selection
3. Training and development
4. Potential appraisal

Options :

60348971729. 1

60348971730. 2

60348971731. 3

60348971732. 4

Question Number : 18 Question Id : 60348919035 Question Type : MCQ Option Shuffling : No

Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following does not comes under the ambit of "analysing the role" under personnel function?

1. Task analysis
2. Performance appraisal
3. Job evaluation
4. Critical attributes

Options :

60348971733. 1

60348971734. 2

60348971735. 3

60348971736. 4

Question Number : 19 Question Id : 60348919036 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is the most overlooked aspect of HRD?

1. Communication
2. Culture
3. Capabilities
4. Communication and Culture, Both

Options :

60348971737. 1

60348971738. 2

60348971739. 3

60348971740. 4

Question Number : 20 Question Id : 60348919037 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The four basic objective of reward system is?

1. Motivate to perform, plan, practice, and procure
2. Motivate to perform, join, attend, take position in an organizational structure
3. Motivate to perform, initiate, to be creative, to be valuable
4. None of these

Options :

60348971741. 1

60348971742. 2

60348971743. 3

60348971744. 4

MS 2 Management of Human Resources -2

Section Id :	603489389
Section Number :	2
Section type :	Offline
Mandatory or Optional :	Mandatory
Number of Questions :	10
Number of Questions to be attempted :	10
Section Marks :	30
Enable Mark as Answered Mark for Review and Clear Response :	Yes
Sub-Section Number :	1
Sub-Section Id :	603489718
Question Shuffling Allowed :	No

Question Number : 21 Question Id : 60348919038 Question Type : SUBJECTIVE

Correct Marks : 3

Distinguish between traditional personnel function and human resources development.

Question Number : 22 Question Id : 60348919039 Question Type : SUBJECTIVE

Correct Marks : 3

Highlight the new role of HR manager.

Question Number : 23 Question Id : 60348919040 Question Type : SUBJECTIVE

Correct Marks : 3

Write a short note on reference checks

Question Number : 24 Question Id : 60348919041 Question Type : SUBJECTIVE

Correct Marks : 3

What is job design?

Question Number : 25 Question Id : 60348919042 Question Type : SUBJECTIVE

Correct Marks : 3

What is the need for HRD?

Question Number : 26 Question Id : 60348919043 Question Type : SUBJECTIVE

Correct Marks : 3

Enlist conditions for effective coaching

Question Number : 27 Question Id : 60348919044 Question Type : SUBJECTIVE

Correct Marks : 3

What is the object of the Industrial Disputes Act, 1947?

Question Number : 28 Question Id : 60348919045 Question Type : SUBJECTIVE

Correct Marks : 3

What is human resource planning? Enlist its functions.

Question Number : 29 Question Id : 60348919046 Question Type : SUBJECTIVE

Correct Marks : 3

Identify the reasons for evaluation of training

Question Number : 30 Question Id : 60348919047 Question Type : SUBJECTIVE

Correct Marks : 3

What is induction and enlist what it should cover?

MS 2 Management of Human Resources -3

Section Id :	603489390
Section Number :	3
Section type :	Offline
Mandatory or Optional :	Mandatory
Number of Questions :	7
Number of Questions to be attempted :	5
Section Marks :	50
Enable Mark as Answered Mark for Review and Clear Response :	Yes
Sub-Section Number :	1
Sub-Section Id :	603489719
Question Shuffling Allowed :	No

Question Number : 31 Question Id : 60348919048 Question Type : SUBJECTIVE

Correct Marks : 10

Discuss the importance of HRM citing suitable examples.

Question Number : 32 Question Id : 60348919049 Question Type : SUBJECTIVE

Correct Marks : 10

Explain the techniques of collecting information for job analysis.

Question Number : 33 Question Id : 60348919050 Question Type : SUBJECTIVE

Correct Marks : 10

Enumerate the selection process.

Question Number : 34 Question Id : 60348919051 Question Type : SUBJECTIVE

Correct Marks : 10

Explain in brief the concept of potential appraisal and its importance.

Question Number : 35 Question Id : 60348919052 Question Type : SUBJECTIVE

Correct Marks : 10

What are the statutory social security benefits available for workers in India?

Question Number : 36 Question Id : 60348919053 Question Type : SUBJECTIVE

Correct Marks : 10

Discuss the form of worker's participation in management in Germany.

Question Number : 37 Question Id : 60348919054 Question Type : SUBJECTIVE

Correct Marks : 10

Discuss the salient features of job analysis.