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IMPORTANT MULTIPLE CHOICE QUESTIONS

HUMAN RESOURCE MANAGEMENT



MULTIPLE CHOICE QUESTIONS

Q1. State the following Statement is True or False New Private Banks and Foreign Banks focus on value added activities such as ATMs

- a) FALSE
- b) TRUE
- c) None of these
- d) Either A or B

Q2. The Contract labor (Regulation and Abolition) Act 1970, prohibits use of contract labor for core functions ina company. The purpose was to ensure interests of

- a) Factories
- b) Contract employees
- c) permanent employees
- d) Trade Union

Q3.is an attempt through a formal program to integrate employees needs and wellbeing with the intention of improved productivity, better involvement and satisfaction

- a) Quality of Work life
- b) Quality Circle
- c) Alternative Work schedule
- d) Job Redesign

Q4. State Whether the following Statement is True or False. The Learning Process can be Defined Through Theories & Concepts.

- a) FALSE
- b) TRUE
- c) None of these
- d) Either A or B

Q5. State the following Statement is True or False BPR is Most Effective in Manufacturing sector and not in Service Industry

- a) FALSE
- b) TRUE
- c) None of these
- d) Either A or B

Q6. The word HRD relates to:

- a) Human Relations Development
- b) Human Relations Department
- c) Human Resources Development
- d) None of the above

Q7. State Whether the following Statement is True or False. The Code of Discipline Failed to Take Off as the Union Opposed it.

- a) False
- b) TRUE
- c) None of these
- d) Either A or B

Q8. As per Payment of Wages Act, 1936, in railway factory or industrial or another establishment upon or in which less than one thousand persons are employed, wages shall be paid before the expiry of the

- a) Seventh day of the month
- b) Tenth Day of the months
- c) Third Day of the months
- d) None of the above

Q9. What is meant by the term Management by Objectives?

- a) A system of giving authority to carry out certain jobs by those lower down the hierarchy
- b) The system of management that is based on bringing together experts into a team
- c) The setting of objectives to bring about the achievement of corporate goals
- d) The control of the organization by those in Head or Regional offices

Q10. State Whether the following Statement is True or False Intrinsic Motivation is Long Lasting.

- a) TRUE
- b) FALSE
- c) None of these
- d) Either A or B

Q11. Maslow's basic needs are also known as

- a) Social needs
- b) Esteem needs
- c) Safety needs
- d) Physiological needs

Q12. Which on-the-job training method is used for managerial positions?

- a) Job rotation
- b) coaching
- c) action learning
- d) all of the above

Q13. State Whether the following Statement is True or False. An Effective Training Program Must Address Generational Differences & Develop Better Competency among Trainees.

- a) TRUE
- b) FALSE
- c) None of these
- d) Either A or B

Q14.is the process wherein an executive serves as a teacher, advisor, guide, philosopher to the new entrant.

- a) Mentoring
- b) Guiding
- c) Coaching
- d) Training

Q15. Reassignment of an employee to a higher-level job that involves greater responsibility or status or pay is termed

- a) Transfer
- b) Cross functional transfer
- c) Demotion
- d) Promotion

Q16. The minimum wages Act was implemented in the year

- a) 1942
- b) 1943
- c) 1946
- d) 1948

Q17. State Whether the following Statement is True or False. On the Job Training, is to Superior to Off the Job Training

- a) FALSE
- b) TRUE
- c) None of these
- d) Either A or B

Q18.is the systematic process of analyzing and evaluating jobs to determine their relative worth in an organization.....

- a) Job analysis
- b) Job design
- c) Job evaluation
- d) Job enrichment

Q19. State Whether the following Statement is True or False A HR Scorecard will Measure the Impact of All HR Practices.

- a) TRUE
- b) FALSE
- c) None of these
- d) Either A or B

Q20. As per Payment of Bonus Act, 1965, employees drawing salary or wages not exceeding.....per month in any industry is eligible for bonus.

- a) Rs. 10000/-
- b) Rs. 15000/-
- c) Rs. 18000/-
- d) Rs. 20000/-

Q21. State the following Statement is True or False BPR implementation results in reducing staff due to better process.

- a) FALSE
- b) TRUE
- c) None of these
- d) Either A or B

Q22. State the following Statement is True or False BPR implementation results in reducing staff due to better process

- a) FALSE
- b) TRUE
- c) None of these
- d) Either A or B

Q23. State the following Statement is True or False HR must Create an Environment for Optimizing full Potential of the Employees

- a) TRUE
- b) FALSE
- c) None of these
- d) Either A or B

Q24. Which of the following types of leaders encourages members to participate in group decisions, including policy-making decisions?

- a) autocratic leaders
- b) democratic leaders
- c) laissez-faire
- d) all of the above

Q25. Recruitment is widely viewed as a.....process.

- a) positive
- b) negative
- c) both positive and negative
- d) none of these



ANSWER KEY

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
<i>b</i>	<i>c</i>	<i>a</i>	<i>a</i>	<i>a</i>
<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
<i>c</i>	<i>a</i>	<i>a</i>	<i>c</i>	<i>a</i>
<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>
<i>d</i>	<i>d</i>	<i>a</i>	<i>a</i>	<i>d</i>
<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>
<i>d</i>	<i>b</i>	<i>c</i>	<i>b</i>	<i>a</i>
<u>21</u>	<u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>
<i>b</i>	<i>b</i>	<i>a</i>	<i>b</i>	<i>a</i>