

Online Examinations (Even Sem/Part-I/Part-II Examinations 2020 - 2021)

Course Name - –Human Resources Management

Course Code - MBA204

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Answer all the questions. Each question carry one mark.

9. 1. Standards are established to

Mark only one oval.

- Achieve desired outcomes
- Meet legal compliance
- Achieve competitive advantage
- Achieve gain

10. 2. Following are all examples of direct compensation EXCEPT

Mark only one oval.

- Pension
- Salary
- Bonus
- Income

11. 3. Which of the following measurement methods rates employee performance relative to other employees?

Mark only one oval.

- Graphic rating scale
- Comparative method
- Essay method
- Critical incident method

12. 4. A __ appraisal method combines the benefits of narratives, critical incidents, and quantified scales with specific behavioral examples of good or poor performance.

Mark only one oval.

- Graphic rating scale
- BARS
- MBO
- Narrative

13. 5. The process of evaluating an employee's current and/or past performance relative to his other performance standards is called __

Mark only one oval.

- recruitment
- employee selection
- performance appraisal
- MBO

14. 6. Performance management combines performance appraisal with __ to ensure that employee performance is supportive of corporate goals.

Mark only one oval.

- goal setting
- training
- incentive systems
- all of these

15. 7. Management by objectives (MBO) refers to an appraisal method, which

Mark only one oval.

- is based on progress made toward the accomplishment of measurable goals
- combines the benefits of narratives, critical incidents, and quantified scales by assigning scale points with specific examples of good or poor performance
- requires that the supervisor keep a log of positive and negative examples of a subordinate's work-related behavior
- requires a supervisor to evaluate performance by assigning predetermined percentages of those being rated into performance categories

16. 8. Incentive is

Mark only one oval.

- Fixed pay component
- Performance-linked variable pay component
- Complimentary component
- None of these

17. 9. Productivity bargaining is a bipartite effort to enhance:

Mark only one oval.

- Welfare provisions of a company
- Employee benefit provisions of a company
- Productivity of a company
- None of these

18. 10. Under what circumstances the gratuity of an employee can be forfeited.

Mark only one oval.

- Willful Omission or negligence
- Termination for riotous or disorderly conduct
- Offence involving moral turpitude
- All of these

19. 11. Allowances and bonus are included in company's:

Mark only one oval.

- Compensation policy
- Revenue policy
- Growth policy
- Reservation policy

20. 12.The lowest wage employers can legally pay to workers according to legislation:

Mark only one oval.

- a. Minimum wage
- b. Fair wage
- c. Living wage
- d. None of these

21. 13.Dearness allowance is a percentage of:

Mark only one oval.

- Basic pay
- Cost to company
- Net pay after statutory deductions
- None of these

22. 14. Employee contribution to Employees' State Insurance Corporation fund is:

Mark only one oval.

- 0.75%
- 12%
- 4.75%
- None of these

23. 15. Employee contribution to Employees' Provident Fund is a percentage of:

Mark only one oval.

- Basic pay
- Dearness allowance
- Both (a) and (b)
- None of these

24. 16. The remuneration component provided to employee for recreational tours is known as:

Mark only one oval.

- Conveyance allowance
- Leave Travel Allowance
- Dearness allowance
- None of these

25. 17.As per section 2 in factories act, who will be called as an adult?

Mark only one oval.

- A person who has completed 21 years of age
- A person who has completed 20 years of age
- A person who has completed 24 years of age
- A person who has completed 23 years of age

26. 18.If a company has ____ number of employees, then the appointment of a safety officer is mandatory under the factories act.

Mark only one oval.

- 500
- 200
- 1000
- 2000

27. 19.How many hours in a week can an adult work as per factories act?

Mark only one oval.

- 9 hours
- 10 hours
- 36 hours
- 34 hours

28. 20.As per Factories Act, 1948 canteen should be provided in factory where more than __ workers are employed

Mark only one oval.

- 100
- 250
- 600
- 1000

29. 21.Which union is focused on making the skills of its members valuable and not easily replaceable in organizations?

Mark only one oval.

- Industrial union
- Occupational union
- General union
- White-collar union

30. 22.Which of the following methods are used in Industrial Relations System?

Mark only one oval.

- Collective Bargaining
- Discipline Procedure
- Grievance Redressal Machinery
- All of these

31. 23. Who is an Adolescent as per Factories Act, 1948?

Mark only one oval.

- who has completed 17 years of age
- who is less than 18 years
- who has completed 15 years but less than 18 years
- None of these

32. 24. Creche is to be provided if __ or more lady employees are engaged

Mark only one oval.

- 25
- 32
- 30
- 15

33. 25. Which one of the following international organisations is directly related to industrial relations?

Mark only one oval.

- United Nations Organisation
- UNESCO
- World Health Organisation
- International Labour Organisation

34. 26.Organizational growth needs to be aligned with the _____growth

Mark only one oval.

- Managerial
- Profit
- Individual
- Team's

35. 27.Organisational development is a strategy which:

Mark only one oval.

- Improves organisation's ability to adapt to its environment
- Improves performance of the organisation
- Improves inter-personal and inter-group behavior
- All of these

36. 28.A change agent's roles in organisational development are of a:

Mark only one oval.

- Counselor
- Researcher
- Mediator
- All of these

37. 29.The concept of planned change was developed by

Mark only one oval.

- Kurt Lewin
- Tannenbaum
- Robert Blake
- Schein.

38. 30.The three step model of planned change is

Mark only one oval.

- Unfreezing, movement, refreezing
- Plan, do, check
- Unstable, equilibrium, stable
- Identify, plan, action

39. 31.The point 1.9 in Grid is known as

Mark only one oval.

- Country Club Management
- Middle of the road Management
- Benevolent Management
- Autocratic Management

40. 32.The change which is continuous and incremental is termed as €“

Mark only one oval.

- Planned
- First order
- Unplanned
- Second order

41. 33.OD intervention techniques include

Mark only one oval.

- Process Consultation
- Action Research
- MBO
- All of these

42. 34.The MBO approach was developed by

Mark only one oval.

- McGregor
- Maslow
- Herzberg
- Drucker

43. 35. Which of the following is the person responsible for accomplishing an organization's goals by managing the efforts of the organization's people?

Mark only one oval.

- Manager
- Entrepreneur
- Generalist
- Marketer

44. 36. Romila, a manager, delegates the authority for a project to Ramesh, her subordinate. Romila is most likely involved in which function of the management process?

Mark only one oval.

- staffing
- organizing
- motivating
- leading

45. 37. Which function of the management process includes selecting employees, setting

Mark only one oval.

- Organizing
- Planning
- Motivating
- Staffing

46. 38.HRM is _____

Mark only one oval.

- staff functions
- A line function
- A staff function, line function and accounting function
- All of the above

47. 39.HRM is concerned with

Mark only one oval.

- Worker
- Industrial relation
- Field Staff
- All employees

48. 40.A company's ' HR' department can create an advisory relationship through

Mark only one oval.

- line authority
- staff authority
- hiring authority
- none of the above

49. 41.Which one is not a managerial function of HRM?

Mark only one oval.

- Planning
- Compensation
- Directing
- Organizing

50. 42._____ is the process of forecasting an organisations future demand for, and supply of, the right type of people in the right number.

Mark only one oval.

- Human Resource Planning
- Recruitments
- Human Resource Management
- Human Capital Management

51. 43.A process that is used for identifying and developing internal people with the potential

Mark only one oval.

- Highly talented personnel
- Investing in human resources
- Succession planning
- None of the above

52. 44. _____ is the process of estimating the quantity and quality of people required to

Mark only one oval.

- Demand forecasting
- Supply forecasting
- Environmental forecasting
- None of the above

53. 45. Resistance from employees is _____ to HRP

Mark only one oval.

- Objective
- advantage
- scope
- Disadvantage

54. 46. Series of positions that a person occupies throughout the life regarding job is classified as

Mark only one oval.

- organization planning
- careers
- career planning
- learning plans

55. 47.The poor quality of selection will mean extra cost on _____ and supervision

Mark only one oval.

- Training
- Recruitment
- Work quality
- None of the above

56. 48.A major internal factor that can determine the success of the recruiting programme is whether or not the company engages in _____.

Mark only one oval.

- HRP
- Selection
- Induction
- None of the above

57. 49.Which is not an advantage of internal Source of recruitment

Mark only one oval.

- Time saving
- New blood
- Less expensive
- increased car

58. 50. _____ is the application form to be filled by the candidate when he goes for recruitment process in the organisation

Mark only one oval.

- Job application
- Formal application
- Application blank
- None of the above

59. 51. _____ is a selection test which judges the emotional ability which will help to judge work in group

Mark only one oval.

- Personality test
- Intelligence Test
- Mental Ability Test
- None of the above

60. 52. Promotion is a _____ source Recruitment

Mark only one oval.

- Suitable
- Higher
- Internal
- External

61. 53.The term procurement stands for

Mark only one oval.

- Recruitment & selection
- Promotion
- Purchase
- T & D

62. 54.Speed of Hiring is an advantage of _____

Mark only one oval.

- Internal Source of Recruitment
- External Source of Recruitment
- Psycho motor test
- Mental Ability Test

63. 55.Which of the following is a benefit of employee training?

Mark only one oval.

- Improves morale
- Helps people identify with organisational goals
- Provides a good climate for learning, growth and co - ordination
- None of the above

64. 56.Which of these is an off - the - job training method?

Mark only one oval.

- Television
- Job rotation
- Orientation training
- Coaching

65. 57.Which of the following is a learning principle

Mark only one oval.

- Recognition of individual differences
- Schedules of learning
- Transfer of learning
- All of the above

66. 58.What is linked with performance appraisal?

Mark only one oval.

- Job Design
- Development
- Job analysis
- None of the above

67. 59.Which of these is the main purpose of employee assessment?

Mark only one oval.

- Making correct decisions
- To effect promotions based on competence and performance
- Establish job expectations
- None of the above

68. 60.Successful defenders use performance appraisal for identifying _____.

Mark only one oval.

- Staffing needs
- Job behaviour
- Training needs
- None of the above

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