

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

Course Name - Human Resource Management

Course Code - BCMC402

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Answer all the questions. Each question carry one mark.

9. 1. Which of the following includes five basic functions—planning, organizing, staffing, leading, and controlling

Mark only one oval.

- A job analysis
- Strategic management
- The management process
- Adaptability screening

10. 2. 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

11. 3. When managers use metrics to assess performance and then develop strategies for corrective action, they are performing the _____ function of the management process.

Mark only one oval.

- Planning
- Leading
- Controlling
- Organizing

12. 4. The actual achievements compared with the objectives of the job is

Mark only one oval.

- Job performance
- Job evaluation
- Job description
- None of the above

13. 5. Finding ways to reduce _____ is a key responsibility of management

Mark only one oval.

- Dissatisfaction
- Uncertainty
- Stress
- None of the above

14. 6. Which is the Human Relation Policy?

Mark only one oval.

- Open communication
- Common interest
- Mutual acceptance
- None of the above

15. 7. 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

16. 8. Assisting managers in HR functions of management, known as

Mark only one oval.

- line manager
- staff manager
- First line supervisor
- all of above

17. 9. Which one is not a managerial function of HRM?

Mark only one oval.

- Planning
- Compensation
- Directing
- Organizing

18. 10. Which one is not an operative function of HRM?

Mark only one oval.

- Procurement
- Development
- Controlling
- Integration

19. 11. Which one does not fall under compensation function of HRM?

Mark only one oval.

- Wage & salary administration
- Bonus
- Induction
- Incentive

20. 12. Environmental uncertainties is one of the factors that affects

Mark only one oval.

- HRM
- SHRM
- HRP
- HRD

21. 13. Resistance from employees is _____ to HRP

Mark only one oval.

- Objective
- advantage
- scope
- Disadvantage

22. 14. Which of these is the purpose of recruitment

Mark only one oval.

- Make sure that there is match between cost and benefit
- Help increase the success rate of the selection process by reducing the number of visibly underqualified or over qualified job applicants
- Help the firm create more culturally diverse work - force
- None of the above

23. 15. The poor quality of selection will mean extra cost on _____ and supervision

Mark only one oval.

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

24. 16. 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

25. 17. What is the main objective of the recruitment and selection process?

Mark only one oval.

- What is the main objective of the recruitment and selection process?
- Meet the high labour turnover
- To reduce the costs of recruiting
- None of the above

26. 18. Which is not an advantage of external Source of recruitment

Mark only one oval.

- New blood
- More competition
- Less expensive
- Less partial

27. 19. _____ 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

28. 20. _____ 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

29. 21. Promotion is a _____ source Recruitment

Mark only one oval.

- Suitable
- Higher
- Internal
- External

30. 22. Campus selection is a _____ source of recruitment

Mark only one oval.

- Fresh
- Modern
- External
- Internal

31. 23. _____ means assigning a specific rank and responsibility to an individual

Mark only one oval.

- Selection
- Induction
- Recruitment
- Placement

32. 24. Which of these is the benefit of needs assessment?

Mark only one oval.

- Assessment makes training department more accountable
- Higher training costs
- Loss of business
- Increased overtime working

33. 25. Which of these is an off - the - job training method?

Mark only one oval.

- Television
- Job rotation
- Orientation training
- Coaching

34. 26. A systematic method to teach skills for job while presenting facts and getting feedback is called

Mark only one oval.

- Job rotation
- off the job training
- job instruction training
- programmed learning

35. 27. 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

36. 28. Which of the following is an alternate term used for performance appraisal?

Mark only one oval.

- Quality and quantity of output
- Job knowledge
- Employee assessment
- None of the above

37. 29. 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

38. 30. Successful defenders use performance appraisal for identifying _____.

Mark only one oval.

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

39. 31. What do successful analysers tend to examine?

Mark only one oval.

- Division and corporate performance evaluation
- Current performance with past performance
- Ideal appraisal process
- None of the above

40. 32. Which of these is an issue while designing an appraisal programme?

Mark only one oval.

- Quality
- What methods of appraisal are to be used
- Quantity
- Cost of effectiveness

41. 33. Which is the simplest and most popular technique for appraising employee performance?

Mark only one oval.

- Rating Scales
- Critical Incident
- Cost accounting
- BARS

42. 34. Which of these is a major weakness of the forced distribution method?

Mark only one oval.

- Assumes that employee performance levels always conform to a normal distribution
- Work is reliable
- The error of central tendency
- None of the above

43. 35. Performance appraisal aims at

Mark only one oval.

- goals of employees
- Goals of organisation
- both goals of employees & Goals of organisation
- Neither goals of employees nor Goals of organisation

44. 36. Which of the following is not a Performance Appraisal Biases

Mark only one oval.

- Halo effect
- Central Tendency
- Personal Biases
- Wrong survey

45. 37. Modern method of performance appraisal does not include

Mark only one oval.

- BARS
- Assessment center
- MBO
- 360

46. 38. What evaluates whether human resource programs being implemented in the organization have been effective?

Mark only one oval.

- Performance appraisal
- Feedback
- Survey
- Exit interviews

47. 39. What is about designing and implementing total compensation package with a systematic approach to providing value to employees in exchange for work performance?

Mark only one oval.

- Compensation Management
- Performance Management
- Human Resource Management
- Personnel Management

48. 40. _____ is a systematic approach to providing monetary value to employees

Mark only one oval.

- Salary
- Allowances
- Compensation
- Rewards

49. 41. Which are the three types of equities mentioned in the equity theory?

Mark only one oval.

- Internal
- External
- Individual
- All of the above

50. 42. Which of the following option is a component of remuneration?

Mark only one oval.

- Fringe Benefits
- Commitment
- External equity
- Motivation

51. 43. _____ involves the perceived fairness of pay differentials

Mark only one oval.

- External equity
- Individual equity
- Internal equity
- All of the above

52. 44. Who are the two main stakeholders in an organisation?

Mark only one oval.

- CEO and top management
- Employers and employees
- Executives and owners
- None of the above

53. 45. Which of these is an internal factor influencing remuneration?

Mark only one oval.

- Business strategy
- Cost of living
- Legislations
- Society

54. 46. Which of the following is a challenge mentioned in remuneration?

Mark only one oval.

- Employee participation
- Pay secrecy
- Comparable worth
- All of the above

55. 47. Rights reserved with the employers such as direct, control and manage its business are called

Mark only one oval.

- Management rights
- Provision rights
- Mandatory provisions
- Union security provision

56. 48. Bargaining issues that are identified by laws and court decisions are classified as

Mark only one oval.

- Provision security issues
- Illegal issues
- Permissive issues
- Mandatory issues

57. 49. Who is known as 'safety valve' in the field of industrial relations

Mark only one oval.

- Employer
- Trade Union
- Safety office
- Welfare officer.

58. 50. Absence of strikes and lock-outs is an indicator of:

Mark only one oval.

- Peaceful industrial relations
- Friendly industrial relations
- Disturbed industrial relations
- None of the above

59. 51. Which of the following machinery cannot be said to be bipartite machinery in the field of industrial relations?

Mark only one oval.

- Works Committee
- Joint Management Council
- Shop Level Council
- Canteen committee

60. 52. Which of the following ministries looks after industrial relations situation in the country?

Mark only one oval.

- Ministry of Home Affairs
- Ministry of Human Resource Development
- Ministry of Welfare
- Ministry of Labour and employment.

61. 53. Which of the following methods is more prominent in settling industrial disputes in India?

Mark only one oval.

- Voluntary Arbitration
- Conciliation
- Adjudication
- Mediation

62. 54. The history of conciliation started in India from:

Mark only one oval.

- The Employers and Workmen (Disputes) Act, 1980.
- The Trade (Disputes) Act, 1929.
- The Defence of India Rules, 1940.
- The Industrial Disputes Act, 1947.

63. 55. Disputes of interest refer to those disputes which arise because the workers want to:

Mark only one oval.

- Create some new rights.
- Get some new privilege.
- Obtain some new concessions.
- All the above.

64. 56. Which one of the following cannot be said to be an industrial dispute

Mark only one oval.

- Disputes between employer and employer.
- Disputes between employer and workmen.
- Disputes between workmen & workmen
- Disputes between employer and the customer.

65. 57. Which one of the following is the last weapon in the hands of workers:

Mark only one oval.

- Lay-off.
- Lock-out.
- Closure
- Strike

66. 58. Lockout is:

Mark only one oval.

- A reward
- An industrial action.
- An incentive.
- None of the above

67. 59. In a situation to be called as strike, which of the following must be present?

Mark only one oval.

- Plurality of workmen
- Cessation of work or refusal to continue to work.
- Acting in combination or concerted action under a common understanding.
- All the above.

68. 60. Wild cat strike means:

Mark only one oval.

- A strike declared suddenly and without prior notice.
- Workers resorting to violence during the strike.
- A strike declared with the prior notice.
- Standing demonstration at the gate of organization.

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