

Human Resource Management

B.com IT-II Question Bank

1. Management in HRM refers to
 - A. Labour unions
 - B. Proper and maximum utilization of resources
 - C. Top management
 - D. Operations management
2. The core purpose of HRM is
 - A. Select the right person for the task
 - B. satisfaction of employees
 - C. safety of employees
 - D. Make efficient purpose of existing HR
3. You must treat your employees with respect and dignity – Quoted by
 - A. Dhirubai Ambani
 - B. Bill Gates
 - C. Warron Buffet
 - D. Narayana Moorthy
4. The resources by themselves
 - A. Have to be collected
 - B. Must be coordinated
 - C. Need to be organized
 - D. All the above
5. HRM is an
 - A. Department function
 - B. Individual function
 - C. Organization function
 - D. Environmental function
6. HRM includes
 - A. Planning personnel needs
 - B. Providing benefits and incentives
 - C. Appraising performance
 - D. All the above
7. The historical rule of the HRM is
 - A. One HR person for 100 employees
 - B. One HR person for 50 employees
 - C. One HR person for 25 employees
 - D. One HR person for 10 employees
8. OPM means
 - A. Office of personnel management
 - B. Office of performance management
 - C. Opinion of person in management
 - D. None of the above
9. The role of HR director is
 - A. solving the disputes
 - B. Extension of plan
 - C. Administration
 - D. Training and development
10. “Man of all the resources available to man, can grow and develop” quoted by
 - A. Peter Morrison
 - B. Peter. F. Ducker
 - C. Adam smith
 - D. Karl Marx
- Q.11 Human Resource management emphasison
- A. Development of people.
 - B. Punishment of people
 - C. Adoption of people.
 - D. Nome of these
- Q.12 Basic managerial functions of HRM are.....
- A. Planning, organising, staffing.
 - B. Planning, organising, coordinating
 - C. Planning, organising, directing,& controlling
 - D. None of these

Q.13 Following are the characteristics of HRM except.

- A. Pervasive function.
- B. Interdisciplinary function
- C. Integrating mechanism.
- D. Job oriented.

Q.14 Human Resource Management means-

- A. A method which an organisation collects, maintains and reports information on people and jobs
- B. The process of integrating the employees needs and aspiration with organisational needs
- C. The process of bringing people and organisation together so that the goals of each are achieved
- D. The efforts to make life worth living for workers.

Q.15 Training process is

- A. Short term.
- B. Medium term
- C. Long term.
- D. None of these.

Q.16 OJT stands for-

- A. On job training.
- B. On job techniques
- C. On job technology.
- D. Off job training.

Q.17 _____ is a process of imparting or increasing knowledge or skill of an employee to do a particular job.

- A. Training.
- B. Development
- C. Motivation.
- D. Leadership

Q.18 _____ is a device or situation that replicates job demand at on the jobsite.

- A. Brainstorming.
- B. Stimulation
- C. Artificial intelligence.
- D. Transactional analysis.

Q.19 Methods of job evaluation are

- A. Qualitative method.
- B. Quantitative Method
- C. Both A & B.
- D. All of the above

Q.20 Traditional method of performance appraisal includes-.

- A. Confidential reports.
- B. Paired comparison method

C. Labor unions. D. None of the above.

Q.28 Compensation can be _____ benefits.

- A. Monetary. B. Non- monetary
- C. Both A&B. D. None of the above

Q.29 Wage policy is of great concern are

- A. Labor management. B. Government
- C. Both A&B. D. Company management

Q.30 Under which plan efficiency is shared by employee & employer equally?

- A. Time rate. B. Bonus plan
- C. Halsey plan. D. Rowan plan

Q. 31 _____ can be defined as a process of choosing the right person for the right job.

- A. Selection. B. Recruitment
- C. Induction D. Planning.

Q.32 Promotion is a _____ source Recruitment.

- A. Suitable. B. Higher
- C. Internal D. External

Q.33 _____ means assigning a specific rank & responsibility to an individual.

- A. Selection. B Induction
- C. Recruitment. D. Placement.

Q.34 _____ refers to the process of identifying & attracting job seekers so as to build a pool of qualified job applicants.

- A .Selection. B. Training
- C. Recruitment D. Induction

Q.35 Selection is now _____ and is handled by the human resources department.

- A. Unplanned. B. Outsourced
- C. Centralized. D. None of these.