

**TYMHS SEM VI  
HUMAN RESOURCE MANAGEMENT  
MCQ 2020**

1. \_\_\_\_\_ is the central sub-function of an organization
  - a. human resource management
  - b. time consuming
  - c. human needs
  - d. human cycle
2. \_\_\_\_\_ refers to a process by which the company to identify the number of jobs vacant, whether the company has excess staff or shortage of staff and to deal with this excess or shortage.
  - a.HRP
  - b.HRM
  - c.HRIS
  - d.HRD
3. \_\_\_\_\_ are continuing guidelines on the approach of which an organization intends to adopt in managing its people.
  - a.human resources policies
  - b. human resource managemwnt
  - c.human resource planning
  - d. human capital
4. These policies are associated with specific problems.
  - a. Originated
  - b. Implicit
  - c. Opposing
  - d. Specific

a.
5. \_\_\_\_\_ is also called as an orientation programme.
  - a. Placement
  - b. Induction
  - c. Plan
  - d. Procedure
6. \_\_\_\_\_ Orientation Programmeis conducted by the foreman
  - a.Specific
  - b.general
  - c. regular
  - d.frequent
7. \_\_\_\_\_ is the systematic evaluation of the performance of employees and to understand the abilities of a person for further growth and development.

- a. Performance appraisal**
  - b. Recording**
  - c. Demotion**
  - d. Persuasion**
- 8. Commonly used method for assessing the performance of the employees and well-known traditional method.**
- a. Rating Scales Method**
  - b. Assessment centres**
  - c. 360**
  - d. MBO**
- 9. Performance appraisal method mostly being used by the Government organisations.**
- a. Confidential report system**
  - b. Ranking**
  - c. Rating**
  - d. Essay**
- 10. \_\_\_\_\_ is a method of mutual goal-setting, measuring progress towards the goals.**
- a. HRP**
  - b. HRD**
  - c. HPP**
  - d. MBO**
- 11. \_\_\_\_\_ gives a chance to the employee to look at his/her strengths and weaknesses.**
- a. MBO**
  - b. Interview**
  - c. Vision**
  - d. Self-appraisal**
  - e.**
- 12. The objective of \_\_\_\_\_ is not merely the recognition of the value of all resources used by the organization.**
- a. HRA**
  - b. HRP**
  - c. HRM**
  - d. HRD**
- 13. \_\_\_\_\_ means needs, desires, wants or drives within the individuals.**

- a. Reactive
- b. Motive
- c. Proactive
- d. Peopl

**14. Human resource information system is also known as**

- a. human resource management system
- b. human resource development
- c. human resource policies
- d. human resource planning

**15. \_\_\_ is another non- monetary incentive in which the job of a worker can be enriched.**

- a. Job enrichment
- b. Job specification
- c. Job description
- d. Job planning

**16. Job Specification is a statement of**

- a. Min qualification required for o job
- b. Technical job requirement
- c. Machines to be used
- d. profit maximisation

**17 . Following are the characteristics of HRM except**

- a. Pervasive function
- b. Interdisciplinary function
- c. Integrating mechanism
- d. Job oriented

**18.The systems and procedures used by unions and employers to determine the reward for effort and other conditions of employment.**

- a.industrial relations
- b.performance related
- c.team building
- d.unique

**19 . A process in which job applicants are asked to provide the names and addresses of two or three persons who know them well.**

- a. Reference checks**
- b. application**
- c. covering letter**
- d. written test**

**20. \_\_\_\_\_ Capital is the main source of competitive advantage.**

- a) Financial**
- b) Human**
- c) Entrepreneurship**
- d) Land**

**21. Manpower problems are \_\_\_\_\_**

- a) Easy to handle**
- b) Delicate and complicated**
- c) Difficult to deal with**
- d) Not able to resolve**

**22. \_\_\_\_\_ is not the traditional method of performance appraisal**

- a) 360**
- b) Confidential report**
- c) rating**
- d) ranking**

**23. \_\_\_\_\_ helps to introduce newly appointed employee to the existing employees.**

- a) Placement**
- b) Selection**
- c) Induction**
- d) Planning**

**24. These are behaviors that are extremely important either to success or failure on the job.**

- a.critical incident**
- b.rating**

**c.ranking**

**d.perception**

**25.\_ Human resources are the valuable -----of the corporate bodies .**

**a. commodity**

**b. price**

**c. technique**

**d.asset**