

MCSC//Humanities//TYBSC//92024//Human Resource Management//2013

Questions	Option 1	Option 2	Option 3	Option 4
Employee referral is	an internal method of recruitment	an indirect method of recruitment	third party method of recruitment	an internet recruiting
To achieve goals organisations require employees:	Control	Direction	Commitment	Cooperation
HRM first objectives is to assist Employees in achieving their	Personal Goals	Organizational Goals	Functional Goals	Group Goals
Human Resource Management function does not involve:	Recruitment	Selection	Cost control	Training
to apply for an existing or an anticipated job openings is called	selection	placement	recruitment	induction
The scope of human resource management includes	Procurement	Development	Compensation	all of the above
Human Resource Management aims to maximise employees as well as organisational	Effectiveness	Economy	Efficiency	Performativity
Quality- oriented organisation primary concern centers around ___	Coordination	Communication	Human Resources	Discipline
Which of the following is not a recruitment technique?	Interviews	performance appraisal	psychometric testing	ability tests
Demand for human resources and management is created by	Expansion of industry	Shortage of labor	Abundance of capital	Consumer preferences
The focus of Human Resource Management revolves around"	Machine	Motivation	Money	Men

MCSC//Humanities//TYBSC//92024//Human Resource Management//2013

Which statement best describes '360 degree feedback'? It is:	a method used to appraise employees	a system where managers give feedback to all their staff	a system where feedback on any individual is derived from peers, subordinates supervisors and occasionally, customers	a development tool
Which of the following is NOT true of the activity known as job analysis?	it aims to describe the purpose of a job and the conditions under which it is performed.	the job elements are rated in terms such as frequency of use or amount of time involved	the rate of pay for the job is fixed	jobs are broken into elements such as information or relations with other people
Which of the below is a form of interview used in candidate selection?	The appraisal interview	The competency based interview	The disciplinary interview	The return to work interview
Advertisements, television, radio ad.s, and newspaper ad.s are _____ method of recruitment	an internal method of recruitment	an indirect method of recruitment	third party method of recruitment	direct recruiting
_____ is an extended work sample.	Intelligence test	Assessment Centre	Personality test	Interest test
Deciding how much an employee should be paid observing internal as well as external equity is called	comparable worth	wage curve	salary survey	compensation administration
Attributing characteristics to individuals based on their inclusion or membership in a particular group is called _____ .	resort to snap judgment	stereotyping	leniency	halo effect
Inputs to the selection process include all but _____.	job analysis	supervision	HR planning	job applicants
Health insurance, retirement pension, payment for overtime, etc., are _____.	base pay	variable pay	benefits	all of these

MCSC//Humanities//TYBSC//92024//Human Resource Management//2013

Wage and salary survey ensures about_____ .	Internal equity	External equity	Individual equity	Both (a) and (b)
---	-----------------	-----------------	-------------------	------------------