TYBCOM (SEM VI)/PAPER CODE - 11114/COMMERCE - HRM

QUESTION BANK

Sr. No	Question	A	B	C	D	Correct Option	Solution
1	The _____ and control system should be altered to support the strategic human resource function.	Appointment	Reward	Job allotment	Job rotation	OPTION_2	**Reward**
2	_____ is a process that identifies current and future human resources needs for an organization to achieve its goals.	Human resource audit	Human resource planni	Human resource research	Human resource information system	OPTION_2	**Human resource planning**
3	Traditional human resource manager follows _____ leadership style.	Transactional	Transformational	Parental	Laissez faire	OPTION_1	**Transactional**
4	_____ is a process of collecting information related to the operations and responsibilities of a job.	Job Analysis	Selection	Recruitment	Placement	OPTION_1	**Job Analysis**
5	In _____ employees are moved from one job to another without any change in the job.	Job simplification	Job rotation	Job enlargement	Job analysis	OPTION_2	**Job rotation**
6	_____ is an external source of recruitment.	Promotion	Campus recruitment	Transfer	Job rotation	OPTION_2	**Campus recruitment**
7	_____ function of HRM refers to all the rewards earned by employees in return of their labour.	Acquisition	Placement	Compensation	Employee welfare	OPTION_3	**Compensation**
8	Promotion is an _____ source of recruitment.	Suitable	Higher	Internal	External	OPTION_3	**Internal**
9	Recruitment through _____ is cost effective and has a tendency to become viral.	Management consultant	Campus recruitment	Social media	Employment exchange	OPTION_3	**Social media**

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10	Monster.com, TimesJobs.com, Career Builder are examples of _____.	Social media	Online employment sites	Search engine	Employee catalogue	OPTION_2	**Online employment sites**
11	_____ interviews are conducted as per the rules and practices.	Stress	Formal	Informal	Structured	OPTION_2	**Formal**
12	_____ helps to cross check the information provided by the candidate.	Application blank	Reference check	Medical examination	Job analysis	OPTION_2	**Reference check**
13	_____ is a modern method of performance appraisal.	Checklist	360-degree appraisal	Ranking	Paired comparison method	OPTION_2	**360-degree appraisal**
14	_____ is an exercise or a game in which participants act as the part of the another character.	Case study	Role playing	Simulation	Vestibule	OPTION_2	**Role Playing**
15	_____ is an aspect of retraining taken by a person already qualified or previously assessed as competent in a field with the intention of updating skills and/or knowledge to a changed standard, or providing the opportunity to ensure that no important skills or knowledge have been lost due to lack of use.	Induction	Job	Refresher	Remedial	OPTION_3	**Refresher**
16	HRD facilitates _____ of business of an organization.	Closure	Expansion	Shifting	Revamping	OPTION_2	**Expansion**
17	Role playing and case study are the methods of _____ .	counselling	Management development	Career planning	Succession planning	OPTION_2	**Management development**
18	_____ feedback is a process through which feedback from an employee's subordinates, colleagues, and supervisor, as well as a self-evaluation by the employee themselves is gathered.	Management by objectives	360 degree	Roll analysis	BARS	OPTION_2	**360 degree**

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19	In which evaluation method, the evaluator is asked to describe the strong and weak aspects of the employee's behaviour.	Graphic rating scale	Forced choice	Narrated Essay	Management by Objective	OPTION_3	**Narrated Essay**
20	_____ The process that occurs when a client and counsellor set aside time to explore difficulties which may include the stressful or emotional feelings of the client. The act of helping the client to see things more clearly, possibly from a different view-point.	Counselling	Training	Motivation	Coaching	OPTION_1	**Counselling**
21	In _____ counselling, both the counselor and the employee mutually co-operate to solve the problem.	Directive Counselling	Non-directive Counselling	Participative Counselling	Judgmental Counselling	OPTION_3	**Participative Counselling**
22	_____ is the process of guiding and coaching the mentee.	Mentoring	counselling	Coaching	Helping	OPTION_1	**Mentoring**
23	_____ is a systematic description of employee's job relevant strength and weakness.	Placement	Recruitment	Induction	Performance appraisal	OPTION_4	**Performance appraisal**
24	_____ lists traits required for the job and asks the source to rate the individual on each attribute.	Graphic scale rating	Ranking	Paired comparison	Forced distribution	OPTION_1	**Graphic scale rating**
25	_____ is the activity of influencing people to strive willingly for group objectives.	Motivation	Leadership	Communication	Employee Grievance	OPTION_2	**Leadership**
26	Theory X assumes _____ approach of the managers towards employees.	Traditional	professional	general	informal	OPTION_1	**Traditional**
27	Human relations approach has _____ application.	Universal	Special	General	Social	OPTION_1	**Universal**

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28	Motivation is the _____ of management process.	Conclusion	drawback	exception	essence	**OPTION_4**	**essence**
29	_____ is one of the theory of Leadership.	ERG theory	Theory X	Theory Z	Transactional Theory	**OPTION_4**	**Transactional Theory**
30	_____ is the desire to lead our own lives.	Purpose	Mastery	Autonomy	Motivation	**OPTION_3**	**Autonomy**
31	Employee welfare measures include _____.	Fire drill	Canteen facilities	Discipline	Placement of machines	**OPTION_2**	**Canteen facilities**
32	The term Motivation has been derived from the word _____.	Motive	Motus	Movere	Motivación	**OPTION_1**	**Motive**
33	_____ is one of the cause of employees grievance.	Delay in Wages & Salary	age & expence	Yoga & meditation	Training	**OPTION_1**	**Wage & Salary**
34	_____ consists of honesty, ethical values, and integrity of individuals.	Emotional quotient	Spiritual quotient	Moral	Motivation	**OPTION_2**	**Spiritual quotient**
35	Medical treatment, counseling, retraining are examples of _____.	Curative measures	Preventive measures	Technical measures	Social welfare	**OPTION_1**	**Curative measures**
36	Industrial health is concerned with the health and well-being of the _____.	customers	suppliers	financers	Employees	**OPTION_4**	**Employees**

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37	The term Emotional Intelligence was popularized by _____.	George Terry	Max Weber	Michael Jucious	Daniel Goleman	**OPTION_4**	**Daniel Goleman**
38	_____ competencies include the mission, vision, values, culture, attitude of workforce etc.	Organizational	Core	Technical	Functional	**OPTION_1**	**Organizational**
39	_____ competencies are specific to a particular job	Functional	Education	Departmental	Human Resource	**OPTION_1**	**Functional**
40	_____popularized the concept of learning Organisation in his book "The Fifth Discipline".	Henry Fayol	Peter Lenge	Peter Senge	Elton Mayo	**OPTION_3**	**Peter Senge**
41	_____culture helps to retain competent employees.	Work	Innovation	Inactive	Disciplined	**OPTION_2**	**Innovation**
42	_____ is the extent to which employees feel passionate about their jobs, and are committed to work in the interest of organization.	Employer engagement	Employee engagement	service participation	Employer satisfaction	**OPTION_2**	**Employee engagement**
43	_____ is an integrated system used to gather, store and analyze information regarding employees.	Management information system	Human resource planning	Human resource information system	Management by objectives	**OPTION_3**	**Human resource information system**
44	Encouragement and autonomy brings _____ in the employees.	Confidence	Discouragement	avoidance of work	liability	**OPTION_1**	**Confidence**

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45	Employees with good judgment make decisions based on facts rather than on _____ .	experience	emotions	errors	evidence	**OPTION_2**	**emotions**
46	_____ advancements have led to downsizing of workforce.	Nation	Technological	Social	political	**OPTION_2**	**Technological**
47	Among the following _____ can be the effect of absenteeism.	reduction in productivity	Increase in level of interest	quality output	better relationships with seniors	**OPTION_1**	**reduction in productivity**
48	_____ is a strategy to retain employees in the organization.	Training and Development	Work Life Balance	Induction	Demotion	**OPTION_2**	**Work Life Balance**
49	Generation Y gives more importance to Independence and autonomy in _____.	Decision-making	delegation	responsibility	coordination	**OPTION_1**	**Decision-making**
50	_____ is/ are good at multitasking.	Managers	Millennials	generation X	generation Z	**OPTION_2**	**Millennials**