

Class & Semester	TY BCom. VI
Subject	MHRM-Human resource management
SET	A
Subject Code	
Exam Date	
Teacher Coordinator	

1. HRM is _____.

- a) Line Function
- b) Staff Function
- c) Manager function
- d) Line and staff Function

2. The scope of HRM does not include _____.

- a) Retirement of employees
- b) Manpower planning
- c) Maintenance of accounts
- d) Training of employees

3. Human Resource Management is _____.

- a) Employee oriented
- b) Employer oriented
- c) Legally oriented
- d) Personal

4. Which of the following is not a function normally performed by HR department?

- a) Accounting
- b) Recruitment and Selection
- c) Pay and Reward
- d) Employee Relations

5. The mental process to interpret environment as per one's own understanding is known as _____.

- a) Perception
- b) Attitude
- c) Personality
- d) Ability

6. _____ method of training wherein trainees are trained in an environment that closely resembles actual work place.

- a) Environmental Scanning
- b) Simulation
- c) Work place training
- d) Seminars and Workshops

7. _____ consists of planned programs undertaken to improve employee knowledge, attitude, skill and social behaviour.

- a) Performance appraisal
- b) Training
- c) Recruitment
- d) Promotion

8. _____ appraisal is conducted by various parties.

- a) Management by objectives
- b) 360 degree
- c) Role analysis
- d) Assessment Centres

9. _____ is the ratio of returns to cost.

- a) Efficiency

- b) Morale
- c) Education
- d) Productivity

10. _____ helps to introduce newly appointed employees to the existing employees.

- a) Placement
- b) Selection
- c) Induction
- d) Training

11. _____ is essence of Leadership.

- a) Strategy
- b) Command
- c) Control
- d) Getting others to follow

12. Regarding leadership, which statement is false?

- a) Leadership does not necessarily take place within a hierarchical structure of an organisation.
- b) When people operate as leaders their role is always clearly established and defined.
- c) Not every leader is a manager.
- d) Leader has to be dynamic.

13. _____ are the approaches to the study of leadership which emphasise the personality of the leader:

- a) Contingency theories
- b) Group theories
- c) Trait theories
- d) Inspirational theories

14. The effectiveness of a leader is dependent upon meeting _____ areas of need within the workgroup:

- a) One
- b) Three
- c) Five
- d) Four

15. Maintaining and improving human relations is _____ to employees and organisations.

- a) harmful
- b) beneficial
- c) troublesome
- d) dangerous

16. _____ refers to planned elimination of positions or jobs.

- a) Upsizing
- b) Downsizing
- c) Termination
- d) Appointment

17. _____ competencies refer to those competencies which are required to carry out the mission, vision etc.

- a) Organizational
- b) Technical
- c) Behavioral
- d) Personal

18. Employee _____ involves giving employees the autonomy to take right decisions.

- a) empowerment
- b) Engagement
- c) Education

d) Entertainment

19. _____ solving requires weighing alternatives before a final decision is made.

- a) Problem
- b) Position
- c) Placement
- d) Program

20. _____ popularized the concept of Learning organisation.

- a) Peter Senge
- b) Bill Gates
- c) Bill Clinton
- d) Bill Smith

21. Management competencies refers to those competencies which are required to get the work done through the _____.

- a) people
- b) customer
- c) government
- d) competitor

22. Employee's welfare includes _____

- a) Counselling,
- b) Creche facility,
- c) promotion
- d) Transfer

23. HRM ensures the availability of competent. _____.

- a) Customer
- b) Public
- c) Manpower
- d) Employer

24. which one of the following is technique of e selection?

- a) Blank application
- b) Advertisement
- c) Quick test
- d) Online interview

25. _____ is a process by which individuals are scanned to pass on to the leadership role within a company.

- a) Succession Planning
- b) Training
- c) Mentoring
- d) Counselling

ANSWER KEY SET A- COMMERCE VI (MHRM)

- 1. b. Staff Function
- 2. c. Maintenance of accounts
- 3. a. Employee oriented
- 4. a. Accounting
- 5. a. Perception
- 6. b. Simulation
- 7. b. Training
- 8. b. 360 degree
- 9. d. Productivity
- 10. c. Induction
- 11. d. Getting others to follow
- 12. b. When people operate as leaders their role is always clearly established and defined
- 13. c. Trait theories
- 14. b. Three
- 15. b. beneficial
- 16. b. Downsizing
- 17. a. Organizational
- 18. a. empowerment
- 19. a. Problem
- 20. a. Peter Senge

- 21. a. people
- 22. b- Creche facility
- 23. c- Manpower
- 24. d- online interview
- 25. a. Succession Planning