

Human Resource Management (Theory)

કુલ સમય :- ૬૦ મીનીટ

કુલ પ્રશ્નો : ૫૦

વિદ્યાર્થીએ ટીક કરવાના પ્રશ્નો : ૩૫

નોંધ : વિદ્યાર્થીએ માત્ર ૩૫ પ્રશ્નો જ ટીક કરવાના રહેશે. જો વધારે ટીક કરેલ હશે તો પ્રથમ ૩૫ પ્રશ્નો જ ગણતરીમાં લેવામાં આવશે.

- 1 HRM is management of Skills, knowledge, abilities, talents etc.
(A) Employees' (B) Organizations' (C) Peoples' (D) None
- 2 Human Resource Management Involves.....
(A) Procurement (B) Training & Development (C) Promotion (D) All
- 3 HRM is concerned with the people who works in
(A) Organization (B) Industry (C) Society (D) All
- 4 From the Following which is considered as a compensation.
(A) Retirement benefits (B) Medical Facility (C) Rewards (D) All
- 5 Which is not the objectives of HRM
(A) Training (B) Appraisal (C) Placement (D) Production
- 6 In Human Resource Accounting peoples are considered as ...
(A) Liabilities (B) Valuable Resources (C) Expenses (D) All
- 7 Following is the employment oriented objective of HRM
(A) Incentives (B) Placement (C) Bonus (D) Morale
- 8 HR manager should have the knowledge of..
(A) Human Psychology (B) Sociology (C) Commercial Laws (D) All
- 9 Human Resource Planning includes
(A) Quantity (B) Quality (C) Space & Time (D) All
- 10 Following is the external factor affecting HR Planning
(A) Promotion (B) Training (C) Budget (D) Laws
- 11 Following is the Internal factor affecting HR Planning
(A) Trade Union (B) Technology (C) Budget (D) Trade Cycle
- 12 HRM Stand for
(A) Human Relations Management (B) Humanistic Resource Management
(C) Human Resource Management (D) Human Resourceful Management
- 13 Recruitment is the process of searching for prospective employees and stimulating them to apply for in organization.
(A) Jobs (B) Wage (C) Cost (D) Product
- 14 Which is the source of recruitment in India.
(A) Employment Exchange (B) College Recruitment (C) Employee Reference (D) All of the above
- 15 Which is the elements of Ideal HR Policy?
(A) Employment Policy (B) Review & Progress (C) Hours of Work (D) All of these
- 16 Selection procedures does not includes
(A) Application Form (B) Employment Test (C) Promotion (D) Medical Test
- 17 Recruitment is the process of searching for.....
(A) Prospective Employees (B) Employment (C) Jobs (D) All of these
- 18 is the indirect method of Recruitments.
(A) Waiting List (B) News Papers (C) Relatives (D) Contractors
- 19 is the direct method of Recruitments.
(A) Inviting Application (B) Labour Union (C) School Colleges (D) Employment Exchanges
- 20 is not a part of selection procedure.
(A) Advertisement (B) Receipt of Application (C) Physical Test (D) Placement
- 21 Training procedure includes
(A) Preparing Instructor (B) Preparing Trainee (C) Follow up (D) All of these
- 22 Human Resource Development Consists
(A) Training (B) Career Planning & Development (C) Performance Appraisal (D) All of These
- 23 Introduction Training method Provided to..... employees
(A) Retired (B) Present (C) Fresher (D) All of these
- 24 Which is the method of Executive Development?
(A) Job Rotation (B) Coaching (C) Multiple Management (D) All of these

- 25 _____ is considered as a strategic activity.
 (A) Recruitment (B) Planning (C) Productivity (D) All of the above
- 26 Out of following which is not an element of Selection Process.
 (A) Analysis of Applications (B) Primary Selection (C) Physical Verification (D) Advertisement
- 27 Out of following which is sign of High Morale?
 (A) Industrial Disputes (B) Scientific Recruitment (C) Motivation (D) Training
- 28 The objectives of HRM are categorized as
 (A) Personal objectives (B) Functional objectives
 (C) Organizational and social objectives (D) All of the above
- 29 The scope of HRM does not include
 (A) Retirement of employees (B) Manpower planning
 (C) Training of employees (D) Maintenance of accounts
- 30 HRM is
 (A) Employee oriented (B) Employer oriented (C) Legally oriented (D) None of the above
- 31 It is the responsibility of to see that the employees selected by them are suitable for the job assigned to them.
 (A) Management (B) Employee (C) Company (D) Person
- 32 A/An _____ is a vertical move in rank and responsibility.
 (A) Increment (B) Appraisal (C) Promotion (D) None of the above
- 33 The _____ provides the essential information on which each job is evaluated.
 (A) Job ranking (B) Job enrichment (C) Job description (D) Job enlargement
- 34 _____ can be defined as a written record of the duties, responsibilities and conditions of job.
 (A) Job description (B) Job specification (C) Job profile (D) None of the above
- 35 Under training and development plan, the form is to be prepared in _____ form.
 (A) Duplicate (B) Structured (C) Detailed (D) None of the above
- 36 The characteristics of human resources are _____ in nature
 (A) Homogeneous (B) Heterogeneous (C) Ductility (D) Stable
- 37 Moving employees from one job to another in a predetermined way is called _____
 (A) Job rotation (B) Job reengineering (C) Work mapping (D) Job enrichment
- 38 The term used before the language of modern HRM was
 (A) Labour Relations (B) Personnel Management (C) Industrial Management (D) All of the above
- 39 Basis of Job Evaluation is
 (A) Job design (B) Job ranking (C) Job analysis (D) Any of the above
- 40 Recruitment policy usually highlights need for establishing
 (A) Job specification (B) Job analysis (C) Job description (D) None of the above
- 41 Which is the Limitation of Performance Appraisal?
 (A) Halo effect (B) High Morale (C) Base for Promotion (D) Useful for training
- 42 Full name of HRA is
 (A) Human Resource Auditing (B) Human Resource Accounting
 (C) Human Record Auditing (D) Human Record Accounting
- 43 Which is not modern method of Psychological Appraisal.
 (A) Graphic Rating Scale (B) Balance Scorecard (C) Assessment Centre (D) Productivity measures
- 44 In promotion responsibility and Authority is
 (A) Increased (B) Decreased (C) Stable (D) None of This
- 45 Which is not a causes of Promotion
 (A) Experience (B) Ambition (C) Loyalty (D) Inefficiency
- 46 In merit base promotion system employee is promoted on bases of
 (A) Experience (B) Loyalty (C) Ability (D) All of the Above
- 47 If an employee Lost his capacity to work will be
 (A) Promoted (B) Transferred (C) Dismissed (D) Demoted
- 48 Which is not a measure to improve morale.
 (A) Job Security (B) Promotion Policy (C) Demotion (D) None
- 49 Quality work life includes
 (A) Fair Remuneration (B) Safety & Healthy (C) Social Relevance (D) All of the above
- 50 Quality Circle includes
 (A) Small group of Employee (B) Small group of Employee (C) Work related problems (D) All of the above