

TYBBI SEM VI MOCK TEST
HUMAN RESOURCE MANAGEMENT

1. Workplace _____ refers to variety of differences between people in an organization.
 - A. Uniformity
 - B. Unity
 - C. Equality
 - D. **Diversity**

2. _____ is the gradual reduction in the workforce through resignation, retirement and death.
 - A. **Attrition**
 - B. Employee turnover
 - C. Outsourcing
 - D. Ethics

3. The sexual harassment of woman at workplace (prevention, prohibition and redressal) act was passed in _____.
 - A. 1983
 - B. 2003
 - C. **2013**
 - D. 2015

4. _____ refers to retrenchment of staff.
 - A. **Downsizing**
 - B. Attrition
 - C. Outsourcing
 - D. Uniformity

5. TQM gets every _____ involved and every step in the firm's process is subject to intense and regular scrutiny for ways to improve it.
 - A. Department
 - B. Manager
 - C. Supervisor
 - D. **Employee**

6. Self-managing teams are sometimes referred to as _____ work groups.
 - A. Fragile
 - B. **Semi-autonomous**
 - C. Interdependent
 - D. Dependent

7. _____ communication are essential for proper decision making at the top.
 - A. Horizontal
 - B. **Upward**
 - C. Downward
 - D. Grapevine

8. Fringe benefits gained popularity in India after introduction of the fringe benefit tax under the Finance Act _____.
 - A. 2006
 - B. **2005**
 - C. 2007
 - D. 2008

9. Other types of fringe benefits include _____ expenses.
 - A. **Convocation**
 - B. Conference
 - C. Recreational
 - D. Performance

10. The employee fringe benefits whatever may be their type should be _____ effective to the organization.
- A. Size
 - B. Cost
 - C. **Performance**
 - D. Conference
11. _____ allowance is received by employee tend to work more than the operational hours.
- A. Cash allowance
 - B. Entertainment allowance
 - C. Dearness allowance
 - D. **Overtime allowance**
12. 360-degree feedback also known as _____
- A. Individual feedback
 - B. Single rater feedback
 - C. **Multi rater feedback**
 - D. Client feedback
13. The concept management by objective (MBO) was first given by _____ in 1954.
- A. Henry Fayol
 - B. Mary Parker Follet
 - C. **Peter Drucker**
 - D. F.W. Taylor
14. BARS stand for _____.
- A. **Behaviorally Anchored Rating Scales**
 - B. Best Anchored Rating Scales
 - C. Best Antique Rating Scales
 - D. Behaviorally Aptitude Rating Scales
15. MBO stand for _____
- A. Marketing Based organization
 - B. Management Best organization
 - C. **Management By Objective**
 - D. Marketing By Objective
16. Management development is a _____ process.
- A. Short term
 - B. Long term
 - C. **Continuous**
 - D. Halting
17. Training programs for supervisory staff & manager are called _____
- A. On the job training
 - B. Off the job training
 - C. Role playing
 - D. **Executive development**
18. _____ is more specific job-related information.
- A. **Case study**
 - B. Development
 - C. Training
 - D. Management institution
19. _____ test is also called as proficiency test.
- A. Work sample
 - B. **Achievement**

- C. Personality
 - D. Funding
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Mock questions For TYBBI Sem VI 2020

1. _____ is the process of estimating future manpower needs of the organization.
 - A). Promotion
 - B). Placement
 - C). Recruitment
 - D). **Human Resource Planning**

2. _____ is the summary of human qualities required to perform the job effectively.
 - A). **Job specification**
 - B). Job Description
 - C). Job Rotation
 - D). Job enrichment

3. _____ is internal source of recruitment
 - A). **Promotions**
 - B). Campus recruitment
 - C). Employee agencies
 - D). Employment Exchange

4. _____ involves shifting employees from one job to another.
 - A). Apprenticeship
 - B). Coaching
 - C). **Jobrotation**
 - D). Understudy

5. _____ is a performance appraisal method.
 - A). 90-degree Appraisal
 - B). **360-degree Appraisal**
 - C). 180-degree Appraisal
 - D). 270-degree Appraisal

6. _____ gives details of the job to be performed.
 - A). Job specification
 - B). **Job description**
 - C). Job enrichment
 - D). Job Analysis

7. HRM is dynamic and _____ approach.
 - A. Casual
 - B. Marketing
 - C. **Multidisciplinary**
 - D. Financial

8. Rapid globalization requires _____.
 - A. **Organization flexibility**
 - B. Research
 - C. Discipline
 - D. Employee health

9. _____ can be developed through effective training and development programme.
 - A. Employee health
 - B. Knowledge

- C. Discipline
- D. Employee potentialities**

10. In today's organizations to guarantee their viability and ability to contribute HR managers need to think of themselves as_____.

- A. Responsible members
- A. Strategic Partners**
- B. Henchmen
- C. Superior

11. The premises of strategic HRM is that the company's policies and procedures related to employee should fit into the organization's _____ strategic plan.

- A. Narrower
- B. Steeper
- C. Broader**
- D. Cheapest

12. The most successful businesses in the world always take pride in themselves in hiring the _____ talent in the world.

- A. Cheapest
- B. Best**
- C. Costliest
- D. Steeper

13. Job design involves in _____ areas.

- A. Marketing
- B. Finance
- C. Selling
- D. Administrative**

14. Empowered employee are given _____.

- A. Autonomy**
- B. Autocracy
- C. Monarchy
- D. Boredom

15. Job analysis involves a _____ investigation of jobs using a variety of methods.

- A. Continuous
- B. Random
- C. Skills
- D. Systematic**

16. HRP is an _____ process.

- A. Ongoing**
- B. Onetime
- C. Outgoing
- D. Qualitative

17. In absence of _____ it is very difficult to develop a sound human resource plan.

- A. Manpower
- B. Skills employee
- C. Reliable data**
- D. Democratic

18. HRP is an internal part of _____

- A. Employee Planning
- B. Manpower planning**
- C. Quality Workforce

D. Quantity Workforce

19. Job analysis, HR planning, recruitment, selection, placement, inductions and internal mobility are few important functions which come under the heading of _____ of HRM.

- A). Integration function
- B). Development
- C). Maintenance
- D). **Procurement function**

20. The function of HRM's does not include the following head.

- A). Managerial
- B). **Department**
- C). Development
- D). Analytical

21. KSA represent _____

- A). Knowledge, Skills, Aptitude
- B). Knowledge, Skill, Approach
- C). Knowledge, System, Aptitude
- D). **Knowledge, Skills, Attitude**

22. TQM's major emphasis is on _____ .

- A). **Product quality**
- B). Company profitability
- C). Employee training
- D). Customer delight

23. Who laid the foundation of HRM practice?

- A). Elton Mayo
- B). **Peter Drucker and Douglas McGregor**
- C). David C. McClelland.
- D). Roethlisberger and Dickinson

24. A _____ may also lead to the loss of other privileges associated with a more senior rank and/ or a reduction in salary or benefits.

- A. Transfer
- B. Promotion
- C. **Demotion**
- D. Appreciation

25. Promotions by seniority in simple, objective and _____

- A. **Impartial**
- B. Partial
- C. Favoritism
- D. Personal reference

26. _____ test also called as proficiency test.

- A. **Achievement**
- B. Personality
- C. Interest
- D. Aptitude

27. _____ test also known as potential efficiency test.

- A. Achievement
- B. Personality
- C. Interest
- D. **Aptitude**

28. _____ means using personal contacts to locate job opportunities.

- A. Internal recruitment
- B. External recruitment
- C. **Employee referral**
- D. Agencies

29. In India the HR process are being _____ from more than a decade now.

- A. Continued
- B. Discontinued
- C. **Outsourced**
- D. Internalized

30. _____ s one of the methods of off the job training.

- A. Delegation
- B. **Role playing**
- C. Job rotation
- D. Understudy