

Q=QUESTION	Question_description
A=ANSWER	Answer_description
Q1	Human resource implication of technological change leads to
A	Greater inefficiency and deficiency of Human resources
A	Low output and discomfort of Human resources
A	Greater efficiency and effectiveness of Human resources
A	Low input and increase of Human resources
Q2	Technology development in HR management
A	leads to innovation process within the business
A	leads to unrest among employees within the business
A	leads to infighting within the business
A	leads to profit sharing process within the business
Q3	HR and Line Managers primary interest
A	Losses in business
A	Success in business
A	In efficiency in business
A	Increase in business
V4	HRM in any company has become specialised
A	Maximise output and satisfaction of employees
A	Maximise dispute in employees
A	Minimise output and satisfaction of employees
A	Maximise dissatisfaction in employees
Q5	HRM Policy guides organization to
A	employment for all candidates
A	Employment for all recommended candidates
A	Equal employment for all reserved candidates
A	Un Equal employment for all candidates
Q6	Finding ways to reduceis a responsibility of Management
A	production
A	sales
A	uncertainty
A	profit
Q7	Biggest Challenge of an HR manager
A	Managing Union
A	Managing People
A	Managing accounts
A	Managing production
Q8	HR Managers-----administrative functions of an Organization
A	Plan, Spoil and Coordinate
A	Dispute, Direct and create in efficiency in
A	No Plan, No Direction and Coordinate
A	Plan, Direct and Coordinate
Q9	One Core area of HR specialization
A	recruiting and training
A	to bring controversy

A	to shut down
A	termination and sports training
Q10	Elements of HR Success
A	Unrest and strike
A	Loss making and Unrest
A	Knowledge and Behaviour
A	Easy go and givin holidays
Q 11	Which level of Maslow's Theory takes care for hunger and thirst ?
A	Physiological Needs
A	Safety Needs
A	Social Needs
A	Self-Actualisation
Q12	Which level of Maslow's Theory takes care for Security and Protection?
A	Physiological Needs
A	Safety Needs
A	Social Needs
A	Self-Actualisation
Q 13	Which level of Maslow's Theory takes care for Sense of belonging?
A	Physiological Needs
A	Safety Needs
A	Social Needs
A	Self-Actualisation
Q 14	Which level of Maslow's Theory takes care for respect and valued by others?
A	Physiological Needs
A	Safety Needs
A	Social Needs
A	Esteem Needs
Q 15	Which level of Maslow's Theory takes care for self-fulfilment?
A	Physiological Needs
A	Safety Needs
A	Social Needs
A	Self-Actualisation
Q 16	What is the limitation of Maslow's Theory ?
A	Lack of empirical data/evidence
A	Success of theory
A	Failure of theory
A	Non-liner in nature
Q 17	Which theory of motivation is proposed by McGregor
A	ERG Theory
A	X and Y Theory
A	Hierarchy of Needs
A	Seven Habits
Q 18	Which one of the factors is included in X Theory?
A	Employee Avoid the work
A	Appreciate the work

A	Very Ambitious
A	No Supervision Required
Q 19	Which one of the factors is included in Y Theory?
A	Work Voluntary
A	Non appreciative of work
A	Non-Ambitious
A	Supervision Required
Q19	Based on X theory Following type of Organization structure is preferred.
A	Distributed
A	Free Structure
A	Centralized Structure
A	Hybrid Structure
Q 20	It is important to check on the trainees during their practice because ____
A	They are taking too much time
A	to prevent mistakes
A	Firing trainees
A	Otherwise it will give bad impresion
Q 12	A leader must ____
A	always lead with the objectives in mind.
A	always make decisions that are popular to his people.
A	remove those who do not support his ideas
A	find the mistakes of emplyees
Q 13	A leader is _____ for both the successes and failures of his or her team
A	Responcible
A	Not responcible
A	Sometimes responcible
A	Only the one who is responcible
Q 14	If employees see their leader pointing fingers and blaming others, ____
A	they should resign
A	they will fear
A	they will lose respect for leader
A	they will laugh at others
Q 15	To overcome mishaps and last minute changes, ____
A	Leaders must be strict
A	Leaders must be flexible
A	Leaders must be rigid
A	Leaders must be arrogant
Q 16	A process of enhancing feelings of self-efficiancy among organizational members is ____
A	Outsourcing
A	Negotiation
A	Grouping
A	Empowerment

Q 17	Which of the following is an environmental force that shapes leadership?
A	Gender
A	Height
A	Experience
A	Brain size
Q 18	In which of the following organizations is the power more likely to be evident?
A	telecommunication business
A	religious organization
A	service organization
A	baseball team
Q 19	Employees will _____
A	only trust leaders they respect
A	only trust leaders they fear
A	only trust leaders who are elder
A	only trust leaders who are of same gender
Q 20	Leaders should make _____ satisfied.
A	Employees
A	Political leaders
A	Their family members
A	Landlords
Q 21	Which of those is the benefit of needs assesment
A	Assesment makes training department more accountable
A	Higher trainin costs
A	Loss of Business
A	Increased overtime working
Q 22	Training done in guidance of Instructor on one place and having trainees at different locations is classified as
A	Tactic training
A	Distance learning
A	Classroom training
A	E-training
Q 23	The apprentice training,internship are types of
A	Cooperative training
A	Classroom training
A	Conference training
A	Distance training
Q 24	Benefits of training evaluation are all except
A	Feedback of the trainer
A	Creates ap between employee and organization
A	Check costs
A	Check accountability
Q 25	What are the three main activites involved in the process of Training
A	Eating,time pass and entertainment
A	Time pass,performing and learning

A	Training, performing and learning
A	Eating, killing time and entertainment
Q 26	Training method refers
A	To reduce knowledge and skills of employee
A	To reduce reading and eating habit of employee
A	To reduce strength and eating habit of employee
A	To improve knowledge and skills of employee
Q 27	One of the best method of employee training method is
A	Reading manuals
A	Instructor led training
A	Observing work
A	Time pass
Q 28	The.....is a proven method for training
A	Case study analysis
A	Visiting departments
A	Sports
A	Recreation
Q 29	LMS stands for
A	Learning Management System
A	Living Method System
A	LoveMotivation System
A	Like Minded Service
Q 30	List two main factors that decide training method
A	Skills and perks
A	Goals and Tools
A	Job and perks
A	Job and salary
Q 31	which one of the factors defines the culture of the organization
A	Leadership of the organization
A	No culture
A	Change in Management
A	No communication
Q 32	Culture as liability can have impact on following:
A	Cash Flow
A	Reputation
A	Barrier to Change
A	Customers
Q 33	which one of the factors is influence the organization culture.
A	Cash Flow
A	Outcome orientation
A	Turnover
A	Profit
Q 34	Organization culture could be -----and liability.
A	Asset
A	Liability
A	Turnover

A	Profit :
Q 35	----- Conditions can have impact on Organization culture.
A	Economy
A	Reputation
A	Barrier to Change
A	Customers
Q 36	----- regarding job security, reward system, et conditions can have impact on Organization culture.
A	Reputation
A	Barrier to Change
A	Customers
A	Organizing Policy
Q 37	----- is the product of philosophy and practices of prominent people in organization.
A	Leadership Style
A	Barrier to Change
A	Customers
A	Organizing Policy
Q 38	----- of members plays a major role in influencing organization culture.
A	Characteristics of members
A	Barrier to Change
A	Customers
A	Organizing Policy
Q 39	----- is common perception held by the organization's members.
A	Barrier to Change
A	Customers
A	Organizing Policy
A	Organization Culture
Q 40	Organization Culture is a set of shared....., understanding, assumptions, that controls the behaviour of organizational members
A	Vision
A	Mission
A	Values
A	Practices
Q 41	Of human resource management excludes
A	A. Motivation
A	B. Selling
A	C. Rewards and compensation
A	D. Recruitment
Q 42	The main functions of human resource management are
A	A. Attract and require
A	B. Train and develop
A	C. Reward
A	D. all of the above

Q 43	These are components of a Human Resource Management System EXCEPT...
A	A. Recruitment and selection
A	B. Labor Relations
A	C. Informal Appraisals
A	D. Pay and Benefits
Q 44	HUMAN RESOURCE MANAGEMENT IS _____ FUNCTION
A	A. PRODUCTION
A	B. MANAGERIAL
A	C. OPERATIONAL
A	D. CONDITIONAL
Q 45	HUMAN RESOURCE MANAGEMENT IS _____ APPROACH
A	A. OPERATIONAL
A	B. MATHEMATICAL
A	C. SOCIAL
A	D. SCIENTIFIC
Q 46	Which is not a purpose or role of Human Resource Management?
A	A. Employee morale and welfare
A	B. Recruitment and selection
A	C. Supervision and mentorship
A	D. Workforce planning
Q 47	Human Resource approaches include....
A	A. McGregor's Theory X and Theory Y
A	B. Bureaucracy:
A	C. Evidence-based management
A	D. Total quality management
Q 48	Human resource department is defined as...
A	A. AOMR - looks after payments, credit, P&L and balance sheets.
A	B. AOMR - recruitment, training, appraisal and dismissal
A	C. AOMR - market share, customer relations, selling to clients.
A	D. AOMR - computers, ICT and website development.
Q 49	Why is the Human Resource Management Department needed in business organizations?
A	A. A centralized component of a business necessary for success
A	B. Build upon the corporate culture of a business
A	C. Staff development and performance
A	D. All the above
Q 50	HUMAN RESOURCE PLANNING IS CHOOSING THE _____
A	A. RIGHT PRODUCT
A	B. RIGHT PERSON
A	C. RIGHT PRODUCERS
A	D. RIGHT HUMAN BEHAVIOUR
Q 51	Which of the following is not part of the strategic human resource management process?
A	A. Plan human resources needed
A	B. Negotiate employment contract.

A	C. Establish grand strategy.
A	D. Orient, train and develop
Q 52	Which one is the second step in the human resources management process ?
A	A. planning
A	B. observe
A	C. skill
A	D. recruitment and selection
Q 53	Which of the following activities in Human Resources Management is closet Talent Acquisition?
A	A. Headhunting
A	B. Recruiting
A	C. Executive Search
A	D. Employee and Labor Relations
Q 54	Maslow's theory of human needs are...
A	A. Social-Esteem-Self-actualization
A	B. Physiological -Safety -Social -Esteem -Self-actualization
A	C. Physiological-Safety
A	D. Safety-Social-Esteem
Q 55	Total quality management is...
A	A. using math to achieve success
A	B. using information technology to achieve success
A	C. using other people to achieve success
A	D. using your brain to achieve success
Q 56	In management by objectives, goals _____.
A	A. must be easily accomplished
A	B. are developed by employees
A	C. are determined by top management
A	D. are jointly determined by employees and managers
Q 57	Maslow's theory of human needs include...
A	A. Responsibility
A	B. Self-actualization
A	C. self-management
A	D. empowerment
Q 58	Summarise Motivation.
A	A. Encourage staff to make money
A	B. Encourage others to do their worst
A	C. Is when you want to do your best at work
A	D. Getting paid
Q 59	Motivation is all about ...
A	A. attitude
A	B. everyone around you
A	C. inspiration
A	D. the reason why
Q 60	What does the motivation determine?
A	A. Who the character is

A	B. Good looks
A	C. What risks the character might take
A	D. Objectives
Q 61	What is motivation?
A	A. The general desire of someone to do something.
A	B. To be stimulated to do something, especially creative.
A	C. The ability to assess and initiate things independently
A	D. Non of the above
Q 62	What is Self-Motivation?
A	A. How an individual views life
A	B. How and individual recognizes and understands concepts
A	C. How an individual continues their drive
A	D. How an individual monitors others outside there self
Q 63	Motivation is important to managers because...
A	A. It contributes significantly to high performance.
A	B. It explains the difference between attitudes and personality.
A	C. It explains the differences in perception.
A	D. Employees cannot use it effectively.
Q 64	What is long term motivation?
A	A. having a long term goal
A	B. being bribed for a long amount of time
A	C. being bribed for a short amount of time
A	D. having a short term goal
Q 65	HRD in Forging-Industry is an example of
A	HRD in management
A	HRD in planning department
A	HRD in service sector
A	HRD in manufacturing sector
Q 66	HRD in Software-Industry is an example of
A	HRD in management
A	HRD in planning department
A	HRD in service sector
A	HRD in manufacturing sector
Q 67	Leadership =
A	A. Disrespect
A	B. Service
A	C. Friendship
A	D. Non of the above
Q 68	Leadership requires....?
A	A. Management skills
A	B. Problem-solving skills
A	C. Communication skills
A	D. All of the above
Q 69	What is Leadership?
A	A. The ability to boss people around to get your objective done
A	B. the ability to do everything yourself and not need help

A	C. The ability to influence people to work toward a vision/goal
A	D. Non of the above
Q 70	What is Leadership?
A	A. The ability to boss people around to get your objective done
A	B. the ability to do everything yourself and not need help
A	C. The ability to influence people to work toward a vision/goal
A	D. I'm going to command whatever I want
Q 71	HRD in Pharma-Industry is an example of
A	HRD in management
A	HRD in planning department
A	HRD in service sector
A	HRD in manufacturing sector
Q 72	HRD in Medical College is an example of
A	HRD in management
A	HRD in planning department
A	HRD in service sector
A	HRD in manufacturing sector
Q 73	What is core leadership competencies?
A	A. team work
A	B. interpersonal management
A	C. what
A	D. none of the above
Q 74	Which one is NOT a leadership trait...?
A	A. All of the above
A	B. Leaking info.
A	C. Attitude
A	D. Not listening
Q 75	Individuals with the Criminal Personality are?
A	A. Easily Conditioned
A	B. Introverted
A	C. Unfeeling
A	D. Pessimistic
Q 76	Can you have more than 1 personality?
A	A. absolutely not,
A	B. only in split the movie
A	C. yes
A	D. I don't know
Q 77	Personality is best defined as
A	A. cultural factors that make a person
A	B. psychological characteristics that make a person unique
A	C. ways a person expresses themselves
A	D. A method that helps others to best understand an individual.
Q 78	Which personality is 'out-going'?
A	A. Stable
A	B. Introvert
A	C. Neurotic

A	D. Extrovert
Q 79	One feature of our personality is....
A	A. our ability to adapt to situations
A	B. our ability to enter flight/flight mode automatically
A	C. our ability to shut off when threatened
A	D. our ability to not take action against decisions we make
Q 80	The purpose for personality assessment is
A	A. to identify strengths and weakness of an individual
A	B. clinical diagnosis and case conceptualization
A	C. treatment planning
A	D. all of the above
Q 81	A personality trait of a Neurotic Introvert is?
A	A. Aggressive
A	B. Touchy
A	C. All
A	D. Pessimistic
Q 82	Which personality type is the most logical?
A	A. Type A
A	B. Extrovert
A	C. Stable
A	D. Introvert
Q 83	Who fathered the Psychoanalytic theory of personality?
A	A. Jean Piaget
A	B. Sigmund Freud
A	C. Stanley Milgram
A	D. Harry Harlow
Q 84	What are the 4 major theories of personality?
A	A. Behavioural , biological , trait , and humanistic
A	B. Psychoanalytic, humanistic, trait, and biological
A	C. Psychoanalytic, humanistic, trait, and socio cognitive
A	D. Psychoanalytic, biological , socio cognitive ,and trait
Q 85	What is the most common personality type?
A	A. average
A	B. reserved
A	C. role-models
A	D. self-centred
Q 86	Departmentation is a process where
A	A. Tasks are grouped into jobs
A	B. Jobs are grouped into effective work groups
A	C. Work groups are grouped into identifiable segments
A	D. All of the above
Q 87	Departmentation leads to grouping of
A	A. Activities
A	B. Personnel
A	C. Both 'A' and 'B'
A	D. None of the above

Q 88	The department can be created
A	A. By function
A	B. By product
A	C. By process
A	D. All of the above
Q 89	In hospitals, the following type of departmentation is common
A	A. By function
A	B. By committee
A	C. By geographical region
A	D. All of the above
Q 90	In line organisation, the business activities are divided into following three types
A	A. Accounts, Production, Sales
A	B. Production, Quality, Sales
A	C. Production, Quality, Maintenance
A	D. Production, Maintenance, Sales
Q91	HRD in Railways is an example of
A	HRD in management
A	HRD in planning department
A	HRD in service sector
A	HRD in organizing department
Q 92	HRD in Airways is an example of
A	HRD in management
A	HRD in planning department
A	HRD in service sector
A	HRD in organizing department
Q 93	HRD in College is an example of
A	HRD in management
A	HRD in service sector
A	HRD in planning department
A	HRD in organizing department
Q 94	HRD in Post Office is an example of
A	HRD in management
A	HRD in planning department
A	HRD in service sector
A	HRD in organizing department
Q 95	HRD in Hotels is an example of
A	HRD in management
A	HRD in planning department
A	HRD in service sector
A	HRD in organizing department
Q 96	HRD in multiplexes is an example of
A	HRD in management
A	HRD in service sector
A	HRD in planning department
A	HRD in organizing department

Q 97	HRD in Hospitals is an example of
A	HRD in management
A	HRD in planning department
A	HRD in service sector
A	HRD in organizing department
Q 98	HRD in Schools is an example of
A	HRD in management
A	HRD in planning department
A	HRD in service sector
A	HRD in organizing department
Q 99	HRD in Automobile-Industry is an example of
A	HRD in management
A	HRD in service sector
A	HRD in planning department
A	HRD in manufacturing sector
Q 100	HRD in Steel-Industries is an example of
A	HRD in management
A	HRD in planning department
A	HRD in service sector
A	HRD in manufacturing sector