

203 – Human Resource Management

1. What is the primary objective of Human Resource Management (HRM)?

- a. Profit Maximization
- b. Wealth Maximization
- c. Employee Satisfaction
- d. Cost Minimization

Answer: c. Employee Satisfaction

2. Which HRM model emphasizes the importance of integrating HR policies with organizational strategy?

- a. Harvard Model
- b. SHRM “matching model”
- c. Guest Model
- d. Michigan Model

Answer: b. SHRM “matching model”

3. What is the key feature of HRM?

- a. Reactive Approach
- b. People as Resources
- c. Short-term Perspective
- d. Isolation from Organizational Goals

Answer: b. People as Resources

4. What is the main focus of Human Resource Planning (HRP)?

- a. Profit Maximization
- b. Employee Engagement
- c. Workforce Management
- d. Customer Satisfaction

Answer: c. Workforce Management

5. What does SHRM stand for?

- a. Strategic Human Resource Management
- b. Structured Human Resource Management
- c. Systematic Human Resource Management
- d. Synchronized Human Resource Management

Answer: a. Strategic Human Resource Management

6. What is the primary purpose of Job Analysis?

- a. Employee motivation
- b. Employee selection
- c. Workforce planning
- d. Employee training

Answer: c. Workforce planning

7. What is the primary difference between Job Description and Job Specification?

- a. Job Description includes skills, Job Specification includes duties
- b. Job Description includes duties, Job Specification includes qualifications
- c. Job Description includes qualifications, Job Specification includes duties
- d. Job Description and Job Specification are the same

Answer: b. Job Description includes duties, Job Specification includes qualifications

8. What is the primary focus of Recruitment?

- a. Selecting candidates
- b. Inducting new employees
- c. Attracting potential candidates
- d. Employee development

Answer: c. Attracting potential candidates

9. What does Succession Planning involve?

- a. Recruitment and Selection
- b. Employee Training
- c. Identifying and Developing Future Leaders
- d. Performance Appraisal

Answer: c. Identifying and Developing Future Leaders

10. What is the main purpose of Employee Retention?

- a. Reducing workforce
- b. Increasing turnover
- c. Enhancing employee satisfaction and loyalty
- d. Minimizing training costs

Answer: c. Enhancing employee satisfaction and loyalty

11. What is the main objective of Performance Appraisal?

- a. Identifying training needs
- b. Determining employee promotions
- c. Enhancing employee motivation
- d. Evaluating employee performance

Answer: d. Evaluating employee performance

12. What is the primary focus of Potential Management?

- a. Identifying future leaders
- b. Employee motivation
- c. Employee engagement
- d. Performance improvement

Answer: a. Identifying future leaders

13. What is the first step in the Training and Development Process?

- a. Evaluation
- b. Needs Assessment
- c. Implementation
- d. Design

Answer: b. Needs Assessment

14. What does E-Learning in Training involve?

- a. Traditional classroom training
- b. Online learning platforms
- c. On-the-job training
- d. Workshop-based training

Answer: b. Online learning platforms

15. What model is used for the Evaluation of Training Effectiveness?

- a. Maslow's Hierarchy of Needs
- b. Herzberg's Two-Factor Theory
- c. Kirkpatrick model
- d. Vroom's Expectancy Theory

Answer: c. Kirkpatrick model

16. What is the primary focus of Compensation Management?

- a. Employee motivation
- b. Employee engagement
- c. Employee satisfaction
- d. Employee remuneration

Answer: d. Employee remuneration

17. What are the components of a compensation plan?

- a. Salary only
- b. Wage differentials
- c. Only financial incentives
- d. Financial and nonfinancial incentives

Answer: d. Financial and nonfinancial incentives

18. What does Wage/Salary differentials refer to?

- a. Variations in pay for similar jobs
- b. Pay differences based on seniority
- c. Pay differences based on performance
- d. Equal pay for all employees

Answer: a. Variations in pay for similar jobs

19. What are Fringe Benefits?

- a. Main salary or wages
- b. Only financial incentives
- c. Additional perks and benefits
- d. Nonfinancial incentives

Answer: c. Additional perks and benefits

20. What does VRS stand for in the context of Employees Separation?

- a. Voluntary Recruitment Scheme
- b. Voluntary Retirement Scheme
- c. Variable Remuneration Scheme
- d. Variable Recruitment Strategy

Answer: b. Voluntary Retirement Scheme

21. What does HRIS stand for?

- a. Human Resource Information System

- b. Human Resource Integration System
- c. Human Resource Improvement System
- d. Human Resource Innovation System

Answer: a. Human Resource Information System

22. What is the primary benefit of HR Accounting?

- a. Improved employee engagement
- b. Financial reporting on human resources
- c. Better recruitment processes
- d. Enhanced training programs

Answer: b. Financial reporting on human resources

23. What is the primary purpose of HR Audit?

- a. Evaluating employee performance
- b. Assessing financial aspects of HR
- c. Auditing HR policies and practices
- d. Monitoring employee attendance

Answer: c. Auditing HR policies and practices

24. What does HR Shared Services involve?

- a. Outsourcing all HR functions
- b. Centralizing HR activities
- c. Decentralizing HR activities
- d. Automating HR processes

Answer: b. Centralizing HR activities

25. What are the issues creating HR Shared Services?

- a. Enhanced efficiency
- b. Cost reduction

- c. Standardization of HR processes
- d. Resistance to change

Answer: d. Resistance to change

26. What is the focus of the note regarding numerical problems in the examination?

- a. Case-based problems only
- b. Real-world examples only
- c. Numerical problems only
- d. Both numerical problems and interpretation

Answer: d. Both numerical problems and interpretation

27. Who is the author of the book "Human Resource Management" published by Sultan Chanda, Delhi?

- a. Dr. S.S. Khanka
- b. Deepak Bhattacharya
- c. Arun Monppa
- d. Mirza & Zaiyaddin

Answer: a. Dr. S.S. Khanka

28. What is the focus of the book "Human Resource Management" by Deepak Bhattacharya?

- a. Performance Appraisal
- b. HR Acquisition
- c. Compensation Management
- d. Strategic Human Resource Management

Answer: b. HR Acquisition

29. Who is the author of the book "Human Resource Management" published by Tata McGraw Hill Publishing Company?

- a. Dr. P.C.Pardeshi

- b. R.S.Dwiwedi
- c. Gary Dessler
- d. K Aswathappa

Answer: c. Gary Dessler

30. What is the focus of the book "Performance Appraisal and Management" by Himalaya Publishing House?

- a. Compensation Management
- b. Employee Retention
- c. Managing Employee Performance
- d. HRIS and HR Audit

Answer: c. Managing Employee Performance

31. Who is the author of the book "Human Resource Management in Organizations" published by Jaico Publishing House?

- a. Izabela Robinson
- b. Michael Armstrong
- c. Cascio & Aguins
- d. Shashi K. Gupta and R.K. Sharma

Answer: a. Izabela Robinson

32. What is the focus of the book "Armstrong's Essential Human Resource Management Practice" by Michael Armstrong?

- a. Strategic HRM
- b. Compensation Management
- c. Employee Engagement
- d. People Management

Answer: d. People Management

33. Who are the authors of the book "Applied Psychology in Human Resource Management" published by PHI?

- a. Rajiv Srivastava and Anil Misra
- b. Jonathan Berk, Peter DeMarzo and Ashok Thampy
- c. Cascio & Aguinis
- d. Shashi K. Gupta and R.K. Sharma

Answer: c. Cascio & Aguinis