



M COM ENTRANCE

HRM PRACTICE QUESTIONS

CH1 : INTRODUCTION TO HUMAN RESOURCE DEVELOPMENT

1. During the formulation of plans, HR can:
A provide details regarding competitors' incentive plans
B provide moral support
C provide information on competitor's diversity
D provide empowerment strategies
2. HRM is concerned with:
A Workers
C Field staff
B Managers
D All employees
3. Human Resource Management emphasises:
A Development of people
C Adoption of people
B Punishment of people
D None of the above
4. What is the operative function of Human Resource Management?
A Controlling
C Procurement
B Organising
D None of the above
5. The emphasis of Human Resource Management is:
A Development
C Promotion
B Punishment
D Demotion
6. HRM is amalgam of
A Job analysis, recruitment and selection.
B Social behaviour and business ethics.
C Organizational behaviour, personnel management and industrial relation.
D Employer and employees.
7. Which of the following are covered under the scope of Human Resource Management ?
(i) Forecasting Human Resource Needs
(ii) Replacement Planning
(iii) Human Resource Dynamics
(iv) Human Resource Development Planning
(v) Human Resource Audit
A (i), (iii), (v)
C (iii), (v)
B (i), (ii), (iii), (iv)
D (i), (ii), (iii), (iv), (v)
8. Which four are the factors influencing the Human Resource Management of an organisation ?
(i) Size of workforce
(ii) Employee Expectations
(iii) Composition of workforce
(iv) Political influence
(v) Changes in technology
A (i), (ii), (iii) and (iv)
B (i),(ii), (iii) and (v)

C (i), (ii), (iv) and (v)

D (i), (iii), (iv) and (v)

9. Which one of the following is not the operative function of HRM?
A Development
B Controlling
C Compensation
D Integration
11. HRM does not include
A job evaluation
B performance appraisal
C sales promotion
D job enrichment
12. Which of the following is not a basic objective of HRM?
A To attract HR into the organisation
B To develop and motivate HR for better performance
C To have the reward and punishment system for HR
D To integrate and maintain HR in the organization
13. Which of the following is not the quality of human resources in any organization?
A Their behaviour to stimuli is often inconsistent and unpredictable.
B They depreciate with passage of time in terms of skills.
C They are heterogeneous.
D Retaining qualified human resources is a challenge for managers.
14. Which one of the following is the functions of personnel management?
A Planning, Organising, Staffing, Directing and Controlling
B Planning, Organising, Coordinating, Budgeting and Controlling
C Procurement, Development, Compensation, Integration and Maintenance
D Perception, Development, Learning, Organisation and Behaviour
15. Role of Human Resource Manager is
A Advisory
B Mediator Role
C Representative Role
D All of the above