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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute)

Affiliated to Dr. A.P.J. Abdul Kalam Technical University, Uttar Pradesh, Lucknow MBA

FIRST YEAR (SEMESTER-II) THEORY EXAMINATION (2020-2021) (Objective Type)

Code: AMBA0206

Subject: Human Resource Management

General Instructions:

All questions are compulsory.

Question No- 1 to 15 are objective type question carrying 2 marks each.

Question No- 16 to 35 are also objective type/Glossary based question carrying 2 marks each.

Max. Mks.: 70 Time: 70 Minutes

Q.No	Question Content	Question Image	Category	Sub Category	Marks	Type	Difficulty	Correct	Option1	Option2	Option3	Option4
1	The scope of HRM does not include		Single Choice Questions	Single Choice Questions	2	Single Choice	Smart	Maintenance of accounts	Retirement of employees	Manpower planning	Training of employees	Maintenance of accounts
2	Strategic human resource management involves?		Single Choice Questions	Single Choice Questions	2	Single Choice	Smart	Linking human resources with strategic objectives to improve performance	Financing project marketing related programming	Setting employment standards and policies	Linking human resources with strategic objectives to improve performance	Project planning
3	is the process of acquiring, training, appraising, and compensating employees, and attending to their labor relations, health and safety, and fairness concerns.		Single Choice Questions	Single Choice Questions	2	Single Choice	Smart	Human Resource Management	Human Resource Management	Labour Relations	Organizational Behavior	Organizational Health and Safety Management
4	involves conscious efforts to organize tasks, duties and responsibilities into a unit of work to achieve certain objectives.		Single Choice Questions	Single Choice Questions	2	Single Choice	Smart	Job analysis	Training needs analysis	Job design	Job analysis	None of the above
5	The first step of Human Resource Planning is		Single Choice Questions	Single Choice Questions	2	Single Choice	Smart	Forecasting future HR needs	Forecasting future HR needs	Analysing existing HR	Implementation of HR plan	Evaluate & Description Evaluate amp; redesign of HR plan
6	Is a grouping of tasks, duties and responsibilities that constitutes the total work assignment for employees.		Single Choice Questions	Single Choice Questions	2	Single Choice	Smart	Job	Project	Position	Knowledge,skills and abilities	Job
7	is a process of searching for prospective employees and stimulating them to apply for jobs.		Single Choice Questions	Single Choice Questions	2	Single Choice	Smart	Recruitment	Selection	Induction	Recruitment	Orientation
8	can be defined as process of choosing the right person for the right job.		Single Choice Questions	Single Choice Questions	2	Single Choice	Smart	Selection	Selection	Recruitment	Induction	Orientation
9	Campus selection is a source of recruitment.		Single Choice Questions	Single Choice Questions	2	Single Choice	Smart	External	Fresh	Modern	Internal	External
10	The employee who has given the long service in the organization gets promoted.		Single Choice Questions	Single Choice Questions	2	Single Choice	Smart	Seniority based promotion	Merit based promotion	Seniority based promotion	Both Merit based promotion and Seniori ty based promotion	None
11	TNA stands for		Single Choice Questions	Single Choice Questions	2	Single Choice	Smart	Training needs Analysis	Trainer Needs Analysis	Transfer need Analysis	Training needs Analysis	None
12	Checklist is an individual evaluation method.		Single Choice Questions	Single Choice Questions	2	Single Choice	Smart	True	True	False		
13	Compensation can be benefits.		Single Choice Questions	Single Choice Questions	2	Single Choice	Smart	Both Monetary and Non-monetary	Monetary	Non-monetary	Both Monetary and Non-monetary	None of the above

Q.No	Question Content	Question Image	Category	Sub Category	Marks	Type	Difficulty	Correct	Option1	Option2	Option3	Option4
14	The presence of grievances among employees may cause:	J	Single Choice Questions	Questions	2	Single Choice	Smart	All of the above	Indiscipline among them	Strain on the labour management relations	A decline in the employees' performance and productivity	All of the above
15	Job Evaluation tries to make a systematic comparison between		Single Choice Questions	Single Choice Questions	2	Single Choice	Smart	Jobs	Workers	Jobs	Machines	Departments
16	The purpose of is to determine the relative worth of given jobs.		Glossary I	Glossary I	2	Single Choice	Brilliant	Job Evaluation	Grading	Job Analysis	Jobs	Job Evaluation
17	Job Evaluation tries to make a systematic comparison between in the organisation.		Glossary I	Glossary I	2	Single Choice	Brilliant	Jobs	Grading	Job Analysis	Jobs	Job Evaluation
18	In method of Job Evaluation Jobs are classified or graded in groups or levels of equal skill, difficulty, responsibility, importance and other requirements.		Glossary I	Glossary I	2	Single Choice	Brilliant	Grading	Grading	Job Analysis	Jobs	Job Evaluation
19	process serves a basic foundation for doing the process of Job Evaluation.		Glossary I	Glossary I	2	Single Choice	Brilliant	Job Analysis	Grading	Job Analysis	Jobs	Job Evaluation
20	is the planned introduction of new employees to their jobs, coworkers, and the organization.		Glossary II	Glossary II	2	Single Choice	Brilliant	Orientation	Halo Effect	Recency Effect	Horn Effect	Orientation
21	The individual's performance is completely appraised on the basis of a negative quality or feature perceived		Glossary II	Glossary II	2	Single Choice	Brilliant	Horn Effect	Halo Effect	Recency Effect	Horn Effect	Orientation
	The individual's performance is completely appraised on the basis of a perceived positive quality, feature or trait		Glossary II	Glossary II	2	Single Choice	Brilliant	Halo Effect	Halo Effect	Recency Effect	Horn Effect	Orientation
23	error in Performance appraisal Rating is influenced by the most recent behaviour ignoring the commonly demonstrated behaviours during the entire appraisal period.		Glossary II	Glossary II	2	Single Choice	Brilliant	Recency Effect	Halo Effect	Recency Effect	Horn Effect	Orientation
24	Recruitment is a process.		Glossary III	Glossary III	2	Single Choice	Brilliant	positive	E-recruitment	reference check	internal	positive
25			Glossary III	Glossary III	2	Single Choice	Brilliant	E-recruitment	E-recruitment	reference check	internal	positive
26	Size of the firm is an factor affecting recruitment.		Glossary III	Glossary III	2	Single Choice	Brilliant	internal	E-recruitment	reference check	internal	positive
27	is used by recruiters to get more information about a candidate by contacting his/her previous employers, schools etc.		Glossary III	Glossary III	2	Single Choice	Brilliant	reference check	E-recruitment	reference check	internal	positive
28	The main components of Job Analysis are Job description and		Glossary IV	Glossary IV	2	Single Choice	Brilliant	Job Specification	Demand forecasting	Replacement chart	Job Specification	HRP
29	is a forecasting technique used in succession planning to help companies visualise key job roles, current employees and existing and future vacancies.		Glossary IV	Glossary IV	2	Single Choice	Brilliant	Replacement chart	Demand forecasting	Replacement chart	Job Specification	HRP
30	is the process by which an organisation ensures that it has the right number and kind of people, at the right place, at the right time.		Glossary IV	Glossary IV	2	Single Choice	Brilliant	HRP	Demand forecasting	Replacement chart	Job Specification	HRP
31	is the process of estimating the future quantity and quality of people required.		Glossary IV	Glossary IV	2	Single Choice	Brilliant	Demand forecasting	Demand forecasting	Replacement chart	Job Specification	HRP
32	Human Resource Management is concerned with the dimension in management		Glossary V	Glossary V	2	Single Choice	Brilliant	People	People	Procurement	Business Proficiencies	Welfare
33	aspect deals with the working conditions and amneties.		Glossary V	Glossary V	2	Single Choice	Brilliant	Welfare	People	Procurement	Business Proficiencies	Welfare

Q.No	Question Content	Question Image	Category	Sub Category	Marks	Type	Difficulty	Correct	Option1	Option2	Option3	Option4
34	Recruitment & Selection are part of function of HRM.		Glossary V	Glossary V	2	Single Choice	Brilliant	Procurement	People	Procurement	Business Proficiencies	Welfare
1 35	The HR managers need to have to perform their duties effectively in the organization.		Glossary V	Glossary V	2	Single Choice	Brilliant	Business Proficiencies	People	Procurement	Business Proficiencies	Welfare