

Part	sub/obj	Marks	Question	Answer Option 1	Answer Option 2	Answer Option 3	Answer Option 4	Correct Answer(A/B/C/D)	CO (any one)	Bloom's Taxonomy Level (any One most relevant only)
A	obj	1	Planning, organizing and controlling of procurement, development, compensation, integration of human resources to the end that objectives of individual, organisation and society are achieved given by-	Storey	Flippo	Vetter	F.W.Taylor	B	CO1	L2
A	obj	1	Human resource management is amalgam of	Job analysis,recruitment and Selection	Social behaviour and business ethics	Organisational behaviour,,personalmanagement and industrialrelation	Employer and employees	C	CO1	L2
A	obj	1	Challenges faced by Human resource management includes	Technologicalchanges, workforcediversity, globalisation	Productivity, career planning	Compensation management	Downsizing and voluntary retirement scheme	A	CO1	L2
A	obj	1	Which of the following statement is/are correct?	HRM is a strategic management functions	Under HRM employee is treated as resource	HRM is the management of skills,talent and abilities	HRM lacks the organisation to achieve its goals	B	CO1	L2
A	obj	1	Following are the characteristics of HRM except	Pervasive function	Interdisciplinary function	Integrating mechanism	Job oriented	D	CO1	L2
A	obj	1	Perception of human assets as higher risk investment is a barrier to	HRM	SHRM	HRP	HCM	B	CO1	L2
A	obj	1	Which of the following is not a characteristic of strategic management that makes it different from other types of management?	It is interdisciplinary.	It has an external focus.	It has an internal focus.	It concerns the present direction of the organization	D	CO1	L2
A	obj	1	Which of the following is NOT a major element of the strategic management process?	Formulating strategy	Implementing strategy	Evaluating strategy	Assigning administrative tasks	D	CO1	L2
A	obj	1	How has HRM become one of the highly focused jobs?	It focuses on obtaining as well as maintaining a satisfied workforce.	It results in maximum output with the increased customer satisfaction.	It promotes group satisfaction with individual development.	Optimum utilization of manpower by motivation and improving efficiency.	D	CO1	L2
A	obj	1	What is the scope of Human Resource Management?	Performing training and development sessions for employee growth.	Accomplishing advanced research in behavioral sciences, new ideas in man, management, and advances in the field of training and	Maintaining good impersonal industrial relations and worker's morale for companies' productivity.	None of them	B	CO1	L2
A	obj	1	What are the factors responsible for the growth of HRM?	Development of scientific management and awakened sense of social responsibility.	The problem of how the available human resource could effectively minimise the cost and maximise the production.	Technical factors, awakening amongst workers, attitude of the government, cultural and social system.	All of them	C	CO1	L2

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A	obj	1	Resources and capabilities that serve as a source of competitive advantage for a firm over its rivals are called _____.	core competency	core competition	competitive advantage	Both B AND C	A	CO1	L2
A	obj	1	TQM's major emphasis is on _____.	Product quality	Company profitability	Customer delight	Employee training	A	CO1	L2
A	obj	1	An employee-working in a unit or plant who is a citizen of the country in which the unit or plant is located but where the unit or plant is operated by an organisation headquartered in another country _____.	HCN	PCN	TCN	Ethnocentrism	A	CO1	L2
A	obj	1	To calculate the need for manpower on the basis of the average loss of manpower due to leave, retirement, death, transfer, discharge, etc. is known as _____.	work load analysis	workforce analysis	job analysis	forecasting	B	CO2	L3
A	obj	1	Which of the following elements is necessary to ensure success in a diverse workforce?	A workplace where talent from many backgrounds can flourish.	Employees must become multilingual to ensure effective communication	Employee viewpoints regarding gender, nationality, and age are private matters and must not be discussed in the workplace.	People with disabilities are included, but only if the accommodations required do not cost the company any money to provide.	A	CO1	L2
A	obj	1	What is it that aims at developing and nurturing a common organizational culture and climate?	HRM	workforce Diversity	Training	Placement	B	CO1	L2
A	obj	1	Which of the following statements is not true about an HR audit?	It establishes a benchmark for measuring the performance of the HR department.	It is done by internal employees or external consultants.	It gathers data about people, processes, structures and policies.	It is a statutory requirement for an organization.	D	CO1	L2
A	obj	1	The system which is designed to provide useful information while making decisions regarding human resource of an organization is classified as	HRIS	Decisional Information system	Integrated HR	SHRM	A	CO1	L2
A	obj	1	When the management conducts QWL programs in association with the union, it;	leads to effective negotiations that enable designing contracts that satisfy both the parties	improves the efficiency of the management and strengthens employee organizations	encourages participative management and involves employees in decision making	all of the above	D	CO1	L2
A	obj	1	Downsizing by companies such as Amazon is an example of	lay-off	environment scanning	retrenchment	job enrichment	B	CO2	L3
A	obj	1	HRP in terms of both number and types of available employees is influenced by	executives	trade unions	downsizing	labor market conditions	D	CO2	L3
A	obj	1	The biggest benefit of strategic planning is	data storage	quality of life	resource allocation	emphasis on growth	D	CO2	L3

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A	obj	1	The document that provides information regarding tasks, duties and responsibilities of a job is called	job identification	job description	job evaluation	job specification	B	CO2	L3
A	obj	1	The extent to which an employment selection test provides consistency of scores is known as	reliability	dependability	consistency	validity	A	CO2	L3
A	obj	1	Which of the following sources can be used to ensure authentication of the information provided by the job applicant	Reference check	police verification	bank statements	social networking sites	A	CO2	L3
A	obj	1	Rating a candidate positive or negative on all items because of one characteristic during interview is known as	Halo effect	biasness	stereotyping	leniency	A	CO2	L3
A	obj	1	Which of the following is not a forecasting technique to assess the human resource requirements of an organization?	trend analysis	ratio analysis	managerial judgement	replacement charts	B	CO2	L3
A	obj	1	The process of assigning a candidate to the right job is called	interview	promotion	retrenchment	placement	D	CO2	L3
A	obj	1	Your production lines make a standardized product. Efficiency is critical to your production costs. The majority of production line tasks are mechanical and repetitive. Which of the following would be most appropriate?	job enrichment	job rotation	work simplification	team based job design	C	CO2	L3
A	obj	1	Which of the selection steps is the most critical?	Physical examination	Selection decision	Reference and background checks	Employment interviews	B	CO2	L3
A	obj	1	The process of attracting, selecting, training and promoting employees through a particular firm is called:	Career Counselling	Talent Management	Human Resource Planning	Talent Acquisition	B	CO2	L3
A	obj	1	Which of the following is the function of Talent acquisition team:	Sourcing	Human resource development	Talent management	All of the above	A	CO2	L3
A	obj	1	Identify the odd one out of the following functions of HRM	Sourcing	Job Posting	Telephonic Interview	Orientation	D	CO2	L3
A	obj	1	Which of the following statement is "False":	HRM is not an end in itself	HRM is a 'Hard Discipline'	HR is the most important assets of the organization	Human beings behave in widely differing and	B	CO1	L2
A	obj	1	Which of the following statement is correct	The term 'workforce' means people working at lower levels only	HR is an open system with in an organization but organizations themselves are closed	Efficient means producing right things through right ways	It is no better to pay employees too little than to pay too much	D	CO2	L3
A	obj	1	Your relatively flat organization is moving toward a boundaryless structure. Layers of management have been reduced to a minimum. You want employees to be self-managing, to perform several different tasks, and to take complete responsibility for the entire production process. _____ would be your best choice as you implement a job redesign program	Work simplification	Team-based job designs	Flexible work designs	Job enrichment	B	CO2	L3
A	obj	1	The basic element of work that is a logical and necessary step to perform a job is a	duty	task	responsibility	job description	B	CO2	L3

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A	obj	1	Which question would most likely be answered by a job analysis?	What machines are required for the job?	What job design method is best for the position?	What recruiting methods are used for filling the job?	What performance appraisal system is used to evaluate the job?	A	CO2	L3
A	obj	1	The best job analysis tool for developing behavioral descriptions is the	position analysis.	methods analysis	critical incident technique	functional job analysis	C	CO2	L3