SET	TYPE	MARKS	QUESTION	CO	PI	Bloom's Level	Accessible For	ANSWER-ONE	ANSWER-ONE-STATUS	ANSWER-TWO	ANSWER-TWO-STATUS	ANSWER-THREE	ANSWER-THREE-STATUS	ANSWER-FOUR	ANSWER-FOUR-STATUS	ANSWER-FIVE	ANSWER-FIVE-STATUS	ANSWER-SIX
A	SINGLE-CORRECT	1	Which of the following statements best reflects the critical role of HRM in an organization?	CO1		Understand	My Institute	HRM is only responsible for administrative tasks.	Incorrect	HRM is crucial for managing people and aligning with organizational goals.	Correct	HRM is primarily focused on financial management.	Incorrect	HRM has no impact on the overall strategy of an organization.	Incorrect			
A	SINGLE-CORRECT	1	In a rapidly changing business environment, what might be a critical function of HRM?	CO1		Understand	My Institute	Maintaining traditional practices	Incorrect	Resisting change	Incorrect	Continuous adaptation and talent management	Correct	Strict adherence to established policies	Incorrect			
A	SINGLE-CORRECT	1	Why is it important for HR professionals to be strategic partners in an organization?	CO1		Understand	My Institute	To focus solely on operational tasks	Incorrect	To align HR practices with overall organizational strategy	Correct	To work independently of organizational goals	Incorrect	To avoid collaboration with other departments	Incorrect			

A	SINGLE-CORRECT	1	How does HRM contribute to organizational resilience in a dynamic environment?	CO1	Understand	My Institute	By adhering strictly to established policies	Incorrect	By resisting change to maintain stability	Incorrect	By fostering a culture of adaptability and continuous learning	Correct	By excluding employee feedback from decision-making	Incorrect
A	SINGLE-CORRECT	1	Why might organizations offer a "Golden Handshake" to employees?	CO1	Apply	My Institute	To discourage employees from retiring	Incorrect	To promote job dissatisfaction	Incorrect	To facilitate smooth transitions during layoffs or retirements	Correct	To save costs on employee benefits	Incorrect
A	SINGLE-CORRECT	1	What critical considerations should organizations weigh before opting for Human Resource Outsourcing (HRO)?	CO1	Understand	My Institute	Only cost reduction	Incorrect	The potential impact on organizational culture and control	Correct	Ignoring legal implications	Incorrect	Rapid decision-making without analysis	Incorrect
A	SINGLE-CORRECT	1	How does HRIS contribute to strategic HRM?	CO1	Understand	My Institute	By increasing administrative burden	Incorrect	By automating routine tasks, allowing HR to focus on strategic activities	Correct	By limiting access to employee information	Incorrect	By hindering communication within the organization	Incorrect

A	SINGLE-CORRECT	1	Why is managing workforce diversity considered essential for organizational success?	CO1		Understand	My Institute	It only promotes a politically correct image for the organization	Incorrect	It hinders creativity and innovation	Incorrect	It brings a variety of perspectives and enhances problem-solving	Correct	It is irrelevant to organizational performance	Incorrect
A	SINGLE-CORRECT	1	How do contemporary issues, such as technological advancements, impact HR strategies?	CO1		Apply	My Institute	They have no impact on HR strategies	Incorrect	They necessitate a reevaluation and adaptation of HR strategies	Correct	They reinforce traditional HR approaches	Incorrect	They limit the need for HR professionals	Incorrect
A	SINGLE-CORRECT	1	How can HRM influence the formulation of organizational strategy?	CO1		Understand	My Institute	By only executing strategies decided by top management	Incorrect	By providing insights into the organization's workforce capabilities	Correct	By avoiding involvement in strategic discussions	Incorrect	By implementing strategies without any analysis	Incorrect

| A | SINGLE-CORRECT | 1 | A company is experiencing a high rate of employee turnover due to dissatisfaction. What HR strategy should be implemented to address this issue in a dynamic environment? | CO1 | Apply | My Institute | Ignore employee feedback and focus on cost-cutting. | Incorrect | Conduct exit interviews to understand the reasons for dissatisfaction | Correct | Avoid communication with employees to prevent negative feedback. | Incorrect | Implement rigid policies to control employee behavior. | Incorrect |

A	SINGLE-CORRECT	1	A company is facing increased competition and needs to attract and retain top talent. What HR initiative would contribute to talent acquisition and retention in this dynamic environment?	CO1		Apply	My Institute	Maintain traditional recruitment practices.	Incorrect	Offer competitive salaries and benefits packages.	Correct	Discourage employee feedback on working conditions.	Incorrect	Avoid investing in employee development programs.	Incorrect
A	SINGLE-CORRECT	1	A company is expanding its operations into new markets, bringing diverse cultures into the workplace. What HR strategy would best promote an inclusive environment?	CO1		Apply	My Institute	Ignore cultural differences and focus on standard HR practices.	Incorrect	Implement strict policies to minimize cultural interactions.	Incorrect	Hire only local employees to avoid cultural clashes.	Incorrect	Develop cultural sensitivity training for employees.	Correct

A	SINGLE-CORRECT	1	In a rapidly changing business environment, a company is facing technological disruptions. The HR department needs to adapt to ensure the workforce remains skilled and competitive. What HR strategy is most appropriate in this situation?	CO1		Apply	My Institute	Implement regular training programs to upskill the workforce.	Correct	Maintain the current skill set and wait for the industry to stabilize.	Incorrect	Ignore technological changes as they are temporary.	Incorrect	Reduce the workforce to cut costs.	Incorrect

							Option A		Option B		Option C		Option D	
A	SINGLE-CORRECT	1	A global pandemic has forced a company to adopt remote work. The HR team is tasked with ensuring employee well-being and maintaining productivity. What HR approach would be most effective?	CO1		Apply	My Institute	Implement flexible policies and provide support for remote work challenges.	Correct	Enforce strict policies to monitor remote employees.	Incorrect	Allow employees to work without any guidelines.	Incorrect	Terminate remote work arrangements to ensure control.	Incorrect
A	SINGLE-CORRECT	1	The best job analysis tool for developing behavioral descriptions is the	CO2		Apply	My Institute	position analysis.	Incorrect	methods analysis	Incorrect	critical incident technique	Correct	functional job analysis	Incorrect

A	SINGLE-CORRECT	1	Which of the following is not a forecasting technique to assess the human resource requirements of an organization?	CO1	Understand	My Institute	trend analysis	Incorrect	ratio analysis	Correct	managerial judgement	Incorrect	replacement charts	Incorrect		
A	SINGLE-CORRECT	1	Dave Ulrich has propounded all these roles of HR except	CO1	Understand	My Institute	Employee agent	Incorrect	Change Champion	Incorrect	Strategic Partner	Incorrect	Both a and b	Correct		
A	SINGLE-CORRECT	1	Which of the following is not offered in a job analysis?	CO2	Understand	My Institute	worker attributes	Incorrect	working conditions	Incorrect	performance appraisals	Correct	job specifications	Incorrect		
A	SINGLE-CORRECT	1	The primary source of information for recruiting is	CO2	Apply	My Institute	managerial interviews managerial	Incorrect	job analysis	Correct	testing	Incorrect	recruiters themselves	Incorrect		

							Option A		Option B		Option C		Option D	
A	SINGLE-CORRECT	1	A major internal factor that can determine the success of the recruiting programme is whether or not the company engages in _____.	CO2	Understand	My Institute	Selection	Incorrect	HRP	Correct	Induction	Incorrect	none of the above	Incorrect
A	SINGLE-CORRECT	1	In _____, the interviewer uses pre-set standardised questions which are put to all applicants.	CO2	Understand	My Institute	Unstructured interview	Incorrect	Behavioural interview	Incorrect	Structured interview	Correct	Mixed interview	Incorrect

A	SINGLE-CORRECT	1	_____ occurs when an interviewer judges an applicant's entire potential for job performance on the basis of a single trait, such as how the applicant dresses or talks.	CO2		Apply	My Institute	Halo - effect	Correct	Stress producing	Incorrect	Central Teendancy	Incorrect	Perceptual bias	Incorrect
A	SINGLE-CORRECT	1	Which of the selection steps is the most critical?	CO2		Apply	My Institute	A Physical examination	Incorrect	A Selection decision	Correct	Reference and background checks	Incorrect	Employment interviews	Incorrect
A	SINGLE-CORRECT	1	The process of choosing the most suitable candidate for a job position from the applicants pool is termed as _____	CO2		Understand	My Institute	Selection	Correct	Placement	Incorrect	Employing	Incorrect	Hiring	Incorrect

A	SINGLE-CORRECT	1	eena is a manager who has delegated the authority of a project to Kelly. Leena is engaged in which management function	CO1		Understand	My Institute	Staffing	Incorrect	Organizing	Correct	Motivating	Incorrect	Leading	Incorrect
A	SINGLE-CORRECT	1	A negative aspect of promotion from within is	CO2		Apply	My Institute	employee turnover	Incorrect	career prospects	Incorrect	low morale	Incorrect	Idea Stagnation	Correct
A	SINGLE-CORRECT	1	Which of the following practices would NOT lead to an improvement in the hiring system of an organization?	CO2		Understand	My Institute	communicating to the hiring managers about their annoying interview habits	Incorrect	knowing the going rates of pay and offering slightly more	Correct	using scientific methods and efficient selection methods	Incorrect	determining the motivations of job seekers	Incorrect
A	SINGLE-CORRECT	1	Identify the odd one out of the following functions of HRM	CO2		Understand	My Institute	Orientation	Correct	Sourcing	Incorrect	Job Posting	Incorrect	Telephonic Interview	Incorrect

A	SINGLE-CORRECT	1	Which of the following functions of HRM deals with vacation leave administartion	CO1	Apply	My Institute	Employee relations	Incorrect	Employee facility managem ent	Incorrect	Employee shared services	Incorrect	Compensa tion and benefits	Correct
A	SINGLE-CORRECT	1	Many human resource departments have the responsibility of designing codes of ethics and developing policies for a€"-----------	CO2	Apply	My Institute	Ethical decision-making	Correct	Strategic plan	Incorrect	Managing Human Resources	Incorrect	Develop an HR Policy	Incorrect

			Question	CO	Level	Institute	Option A		Option B		Option C		Option D	
A	SINGLE-CORRECT	1	are necessary to deal with conflict, and coach others are all in the realm of Human management and Being able to manage a variety of personalities.	CO1	Understand	My Institute	Personal Skills	Incorrect	Professional skills	Incorrect	People skills	Correct	Administrative Skills	Incorrect
A	SINGLE-CORRECT	1	In the past, human resource management (HRM) was called as a	CO2	Apply	My Institute	Personnel Department	Correct	Human Resource Department	Incorrect	Administrative Department	Incorrect	Human Capital Department	Incorrect
A	SINGLE-CORRECT	1	Which among the following is the first task of strategic planning?	CO2	Apply	My Institute	Developing a strategic vision and Mission	Correct	Crafting a strategy to achieve the objectives	Incorrect	Identifying and setting priorities for the execution of strategies	Incorrect	Setting objectives	Incorrect
A	SINGLE-CORRECT	1	…………………is described as interpretative planning	CO2	Apply	My Institute	Procedure	Incorrect	Strategy	Correct	Policies	Incorrect	None	Incorrect

| A | SINGLE-CORRECT | 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 | CO1 | | Understand | My Institute | Work simplification | Incorrect | Team-based job designs | Correct | Flexible work designs | Incorrect | Job enrichment | Incorrect |
| A | SINGLE-CORRECT | 1 | Which recruitment method is known for its emphasis on attracting diverse candidates by actively seeking individuals from underrepresented groups? | CO2 | | Apply | My Institute | Inclusive hiring | Incorrect | Diversity hiring | Correct | targeted hiring | Incorrect | blind hiring | Incorrect |

A	SINGLE-CORRECT	1	Which of the following is a key characteristic of headhunters in the recruitment process?	CO1		Understand	My Institute	Indiscriminate outreach to all job seekers	Incorrect	Sole reliance on job applications	Incorrect	Inclusion of all applicants in the hiring process	Incorrect	Passive candidate engagement	Correct
A	SINGLE-CORRECT	1	In which approach is the emphasis on broadening the scope of a job by adding tasks of a similar level of complexity and responsibility?	CO1		Understand	My Institute	Job Enlargement	Correct	Job Rotation	Incorrect	Job Enrichment	Incorrect	Job Analysis	Incorrect
A	SINGLE-CORRECT	1	Which of the following is focused on increasing the depth of a job by giving employees more responsibility and control over their tasks?	CO1		Understand	My Institute	Job Enlargement	Incorrect	Job Rotation	Incorrect	Job Enrichment	Correct	Task Enhancement	Incorrect

ANSWER-
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