

SECTION II**[TO BE ATTACHED TO THE MAIN ANSWER-BOOK]****M.Com DEGREE (CSS) PRIVATE EXAMINATION, NOVEMBER 2023**

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DO NOT WRITE YOUR REGISTER NUMBER OR NAME ANYWHERE IN**SECTION II OF THE QUESTION PAPER****CM010202MCQ - HUMAN RESOURCE MANAGEMENT**

Answer **all** questions.

All questions carry equal weight

Put a tick mark [✓] against the correct answer

1. Human Resource Management is normally _____ in nature.
(a) reactive (b) proactive
(c) combative (d) None of the above
2. Directing, being one of the preeminent functions of Human Resource Management that falls under _____
(a) Operative functions (b) Technical functions
(c) Managerial functions (d) None of the above
3. How has HRM become one of the highly focused jobs?
(a) It focuses on obtaining as well as maintaining a satisfied workforce. (b) It results in maximum output with the increased customer satisfaction.
(c) It promotes group satisfaction with individual development. (d) None of the above
4. Which of the following issues tends to be well disguised?
(a) Territorial (b) Social
(c) Economical (d) None of the above
5. What is the scope of Human Resource Management?
(a) Performing training and development sessions for employee growth. (b) Maintaining good impersonal industrial relations and worker's morale for companies' productivity.

(c) Accomplishing advanced research in behavioral sciences, new ideas in man, management, and advances in the field of training and development. (d) None of the above

6. A/An _____ is a plan or a program scheme that helps to motivate an individual or a group to deliver outstanding performance.

(a) Promotion Scheme (b) Incentive Scheme

(c) Reward (d) None of the above

7. What is the 'Laissez Fair' viewpoint?

(a) A minimum public intervention in economic activities. (b) The business enterprise must get the opportunity to earn more profits.

(c) The change in the concept of labour from the commodity approach to the human concept. (d) None of the above

8. Which of the following are one of kind of skills inventory, regression, replacement charts, Markov analysis?

(a) Retention plan (b) Redundancy plan

(c) Forecasting methods (d) None of the above

9. What is included in the content of the job description?

(a) Skills and educational qualification (b) Job title and work environment

(c) Both (a) and (b) (d) None of the above

10. _____ is considered as first wage incentive plan in the modern era of the industry.

(a) Halsey plan (b) Gantt task plan

(c) Taylor's differential piece-rate plan (d) None of the above

11. Identifying the source of potential candidates and _____ them to apply for the job is called Recruitment.

(a) Rejecting (b) Training

(c) Attracting (d) None of the above

12. HRM is _____?

(a) line function (b) A Staff functions

(c) accounting function (d) None of the above

13. _____ is concerned with developing a pool of candidates in line with the human resources plan

(a) Training (b) Recruitment

(c) Development (d) None of the above

14. Which of the following statements is false?
- (a) Organizations are now generally focusing upon domestic rather than international matters (b) Organizations have adopted more flexible norms
- (c) Organizations are now less hierarchical in nature (d) None of the above
15. Conferences and Seminars are -----method of training and development.
- (a) On the Job (b) Off the Job
- (c) Personal (d) None of the above
16. _____ is the process of coaching or guiding the subordinate
- (a) Mentoring (b) Appraising
- (c) Selection (d) None of the above
17. _____ means reducing the size of manpower in the organization.
- (a) Degrading (b) Downsizing
- (c) Outsourcing (d) None of the above
18. The fundamental objective of every organisation is
- (a) Survival (b) Achieving targets
- (c) compete in competition (d) None of the above
19. _____ involves the perceived fairness of pay differentials.
- (a) external equity (b) individual equity
- (c) internal equity (d) None of the above
20. Which is the Human Relation Policy?
- (a) open communication (b) common interest
- (c) mutual acceptance (d) all of the above

No. of MCQ's Attempted :

Weight Scored :

(To be entered by the examiner)

No. of MCQ's not Attempted :

**ATTACH SECTION II INTERNAL EXAMINATION MCQ PAPER
WITH THE MAIN ANSWER BOOK**