

SECTION II**[TO BE ATTACHED TO THE MAIN ANSWER-BOOK]****M.Com DEGREE (CSS) PRIVATE EXAMINATION, NOVEMBER 2022**

21CAB9F6

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. Which of the following is the correct abbreviation of HRM?
(a) Human Resource Management (b) Human Resourcefulness Management
(c) Human Relation Management (d) None of the above
2. Which of the following components are reformed to support the strategies of human resource function?
(a) Control systems (b) Appointment
(c) Reward (d) None of the above
3. The business side of the process begins with the strategic _____ as one of the guiding frameworks.
(a) Policy (b) HR
(c) Plan (d) None of the above
4. How many factors were identified by Pettigrew & Whipp to manage the successful change?
(a) Four (b) Five
(c) Three (d) None of the above
5. Which of the following tells the correct importance of controlling?
(a) Power to influence people's behavior (b) An important mental process on the part of the manager
(c) To ensure that all of the activities are coordinated as per the plan. (d) None of the above
6. Which of the following is evolved in staffing?

- (a) Termination (b) Estimation of workload
(c) Personnel appointments and placements (d) All of the above

7. What are the possible factors that help in understanding the nature of a human being?

- (a) As per one's behaviour at his/her workplace. (b) Based on how successfully a management team influences an individual employee or a group.
(c) By studying the human behaviour of each employee in alliance with the organization. (d) None of the above

8. Why is the career path in Japanese employee management non-specified?

- (a) Rotational job results in providing a benefit such skills that are necessary for top-quality executives. (b) At the time of induction, the employees within the organization get exposure to switch their careers in different job domains and get themselves trained to have hands-on trending technologies.
(c) Japanese management system emphasizes creating skilled workers by making them adapt to organizational changes as and when required. (d) None of the above

9. What is the difference between the Japanese management system and other management systems?

- (a) It is a system in contrast to the American management system. (b) It is mainly concerned with high quality and performance standards.
(c) It is encouraged to perform repetitively and reliably. (d) None of the above

10. Stress is laid on _____ in the grid seminars.

- (a) Professionalism (b) Training and Development
(c) Teaching (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. The following type of recruitment process is said to be a costly affair.

- (a) External recruitment (b) Internal recruitment
(c) Cost remains the same for both types (d) None of the above

14. Which of the following programme once installed must be continued on a permanent basis?
- (a) Job evaluation (b) Recruitment
- (c) Training & Development (d) None of the above
15. ----- is a method of training wherein employees are transferred from one job to another.
- (a) Counselling (b) Simulation
- (c) Job Rotation (d) None of the above
16. In the process of mentoring, the experienced and senior person is known as
- (a) Mentee (b) Trainer
- (c) Mentor (d) None of the above
17.is an integrated system used to gather, store and analyse information regarding employees.
- (a) Financial Resource Accounting (b) Marketing Information System
- (c) Human Resource Information System (d) None of the above
18. Competencyis a process of identifying key competencies required for undertaking organisational tasks.
- (a) Mapping (b) Scaling
- (c) Learning (d) None of the above
19. Who are the two main stakeholders in an organisation?
- (a) ceo and top management (b) employers and employees
- (c) executives and owners (d) None of the above
20. Under which conditions does skill - based pay system work well?
- (a) employee turnover is relatively high (b) to set minimum wages for workers whose bargaining position is weak
- (c) to abolish malpractices and abuses in wage and salary payments (d) None of the above

No. of MCQ's Attempted :

Weight Scored :

(To be entered by the examiner)

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