

**Exam Name** : GDMM Paper 1 Management Principles & Human Resource Practices

**Total Questions** : 50

**Q.1** The core of general management is-?

**Marks: 2**

**Question ID:**  
5226700

| No | Options Details     | Select Option |
|----|---------------------|---------------|
| 1  | Learning capability |               |
| 2  | Structure           |               |
| 3  | Strategy            |               |
| 4  | None of the above   |               |

**Q.2** Frederick Winslow Taylor Scientific Management include?

**Marks: 2**

**Question ID:**  
5226701

| No | Options Details                    | Select Option |
|----|------------------------------------|---------------|
| 1  | Simplification and standardization |               |
| 2  | Differential piece rate system     |               |
| 3  | Time study                         |               |
| 4  | All of above                       |               |

**Q.3** Esprit de corps refers to?

**Marks: 2**

**Question ID:**  
5226702

| No | Options Details      | Select Option |
|----|----------------------|---------------|
| 1  | Unity of efforts     |               |
| 2  | Harmony of interests |               |
| 3  | Both of them         |               |
| 4  | None of them         |               |

**Q.4** Are barriers to effective planning?

**Marks: 2**

**Question ID:**  
5226703

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1  | Little control  |               |
| 2  | Delay           |               |
| 3  | Rigidity        |               |
| 4  | All of above    |               |

**Q.5** Planning precedes the management functions of?

**Marks: 2**

**Question ID:**

5226704

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1  | Directing       |               |
| 2  | Controlling     |               |
| 3  | Staffing        |               |
| 4  | All of above    |               |

**Q.6** What is the final step in organizing?

**Marks: 2**

**Question ID:**

5226705

| No | Options Details                                   | Select Option |
|----|---|---------------|
| 1  | Establish authority- responsibility relationships |               |
| 2  | Determine activities                              |               |
| 3  | Identify major functions                          |               |
| 4  | None of above                                     |               |

**Q.7** The Elements of Directing?

**Marks: 2**

**Question ID:**

5226706

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1  | Communication.  |               |
| 2  | Leadership.     |               |
| 3  | Motivation      |               |
| 4  | All of above    |               |

**Q.8** Sequence of decision-making process?

**Marks: 2**

**Question ID:**

5226707

| No | Options Details                         | Select Option |
|----|---|---------------|
| 1  | Selection-Implementation -Development   |               |
| 2  | Identification - Development -selection |               |
| 3  | Selection-Development-implementation    |               |
| 4  | None of above                           |               |

**Q.9** The Elements of Personality?

**Marks: 2**

**Question ID:**  
5226708

| No | Options Details                      | Select Option |
|----|--------------------------------------|---------------|
| 1  | Physical, mental and moral qualities |               |
| 2  | Psychological systems                |               |
| 3  | Adaptability to environment          |               |
| 4  | All of above                         |               |

**Q.10** Factors determining Personality?

**Marks: 2**

**Question ID:**  
5226709

| No | Options Details     | Select Option |
|----|---------------------|---------------|
| 1  | Heredity            |               |
| 2  | Environment factors |               |
| 3  | Both of above       |               |
| 4  | None of above       |               |

**Q.11**

Personality emerges out of which structural component?

**Marks: 2**

**Question ID:**  
5226710

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1  | Id              |               |
| 2  | Ego             |               |
| 3  | Super Ego       |               |
| 4  | All of above    |               |

**Q.12**

How a person feels is described by component of Attitude?

**Marks: 2**

**Question ID:**  
5226711

| No | Options Details      | Select Option |
|----|----------------------|---------------|
| 1  | Behavioral component |               |
| 2  | Cognitive component  |               |
| 3  | Both of A&B          |               |
| 4  | None of above        |               |

**Q.13** The elements of employee morale building?

**Marks: 2**

**Question ID:**

5226712

| No | Options Details           | Select Option |
|----|---------------------------|---------------|
| 1  | Safe working environment. |               |
| 2  | Involvement               |               |
| 3  | Fair compensation         |               |
| 4  | All of above              |               |

**Q.14** Signs of low staff morale?

**Marks: 2**

**Question ID:**

5226713

| No | Options Details                          | Select Option |
|----|--|---------------|
| 1  | Uncooperative attitudes among co-workers |               |
| 2  | Increased grievances of workers          |               |
| 3  | Both of them                             |               |
| 4  | None of above                            |               |

**Q.15** Organizational Politics can be managed by?

**Marks: 2**

**Question ID:**  
5226714

| No | Options Details                           | Select Option |
|----|---|---------------|
| 1  | Preserving job satisfaction               |               |
| 2  | Employee participation in decision making |               |
| 3  | Both of them                              |               |
| 4  | None of above                             |               |

**Q.16** Equity theory was given by?

**Marks: 2**

**Question ID:**  
5226715

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1  | Victor Vroom    |               |
| 2  | J. Stacy Adams  |               |
| 3  | HERZBERG        |               |
| 4  | None of above   |               |



**Q.17** Hierarchy of needs motivation theory was given by?

**Marks: 2**

**Question ID:**  
5226716

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1  | Maslow          |               |
| 2  | MC Gregor       |               |
| 3  | Douglas         |               |
| 4  | None of above   |               |

**Q.18** Which Is the Adolf Hitler style of leadership?

**Marks: 2**

**Question ID:**  
5226717

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1  | Autocratic      |               |
| 2  | Democratic      |               |
| 3  | Laissez-Faire   |               |
| 4  | None of above   |               |

**Q.19** ERG theory needs are?

**Marks: 2**

**Question ID:**

5226718

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1  | Existence needs |               |
| 2  | Related needs   |               |
| 3  | Growth needs    |               |
| 4  | All of above    |               |

**Q.20** Which is the process of resolving conflicts by peaceful means?

**Marks: 2**

**Question ID:**

5226719

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1  | legislation     |               |
| 2  | Negotiations    |               |
| 3  | Both of them    |               |
| 4  | None of them    |               |

**Q.21** Who describes - Communication involves a systematic and continuous process of telling, listening and understanding?

**Marks: 2**

**Question ID:**  
5226720

| No | Options Details    | Select Option |
|----|--------------------|---------------|
| 1  | Robbins            |               |
| 2  | Louis A ALLEN      |               |
| 3  | Chung and Meggison |               |
| 4  | None of above      |               |

**Q.22** Conflict is a dynamic process of comprising a series of events that take place in a particular sequence has ----- stages of process?

**Marks: 2**

**Question ID:**  
5226721

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1  | Three stages    |               |
| 2  | Four stages     |               |
| 3  | Five stages     |               |
| 4  | Five stages     |               |

**Q.23** The Communication process consist of ----- elements?

**Marks: 2**

**Question ID:**

5226722

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1  | Five Elements   |               |
| 2  | Six Elements    |               |
| 3  | Seven Elements  |               |
| 4  | None of above   |               |

**Q.24** Which of following is not type of communication on the basis of direction?

**Marks: 2**

**Question ID:**

5226723

| No | Options Details          | Select Option |
|----|--------------------------|---------------|
| 1  | Vertical communication   |               |
| 2  | Horizontal communication |               |
| 3  | Diagonal communication   |               |
| 4  | None of above            |               |

**Q.25** According to -----, to coordinate is to harmonize all? The activities of a concern so as to facilitate its working and its success?

**Marks: 2**

**Question ID:**  
5226724

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1  | Henry Fayol     |               |
| 2  | Louis A Allen   |               |
| 3  | Robbins         |               |
| 4  | None of these   |               |

**Q.26** Types of conflict?

**Marks: 2**

**Question ID:**  
5226725

| No | Options Details    | Select Option |
|----|--------------------|---------------|
| 1  | Individual level   |               |
| 2  | Group level        |               |
| 3  | Organization level |               |
| 4  | All of the above   |               |

**Q.27** According to ----- HRM is the provision of leadership & direction of people in their working or employment relationship?

**Marks: 2**

**Question ID:**  
5226726

| No | Options Details    | Select Option |
|----|--------------------|---------------|
| 1  | Mathis and Jackson |               |
| 2  | Dale Yoder         |               |
| 3  | Henrey             |               |
| 4  | None of above      |               |

**Q.28** -----takes care of employee's personnel & professional wants which in turn, enhance the employee's contribution?

**Marks: 2**

**Question ID:**  
5226727

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1  | HRD             |               |
| 2  | PM              |               |
| 3  | HRM             |               |
| 4  | one of above    |               |

**Q.29** Most important benefits of HRP?

**Marks: 2**

**Question ID:**  
5226728

| No | Options Details               | Select Option |
|----|-------------------------------|---------------|
| 1  | Maintains supply & demand     |               |
| 2  | Risk handling                 |               |
| 3  | Vision for present and future |               |
| 4  | All of above                  |               |

**Q.30** Process of human resource planning?

**Marks: 2**

**Question ID:**  
5226729

| No | Options Details          | Select Option |
|----|--------------------------|---------------|
| 1  | Reviewing business goals |               |
| 2  | Scanning the environmen  |               |
| 3  | alancing the manpower    |               |
| 4  | All of above             |               |

**Q.31** HR challenges faced by PSUs?

**Marks: 2**

**Question ID:**  
5226730

| No | Options Details                    | Select Option |
|----|------------------------------------|---------------|
| 1  | Leadership                         |               |
| 2  | Equality and diversity             |               |
| 3  | Service transformation & efficienc |               |
| 4  | All of them                        |               |

**Q.32** The one factor which can spoil & limit the purpose of job analysis?

**Marks: 2**

**Question ID:**  
5226731

| No | Options Details                       | Select Option |
|----|---------------------------------------|---------------|
| 1  | Personal linking & biases involvement |               |
| 2  | Human efforts                         |               |
| 3  | Lengthy process                       |               |
| 4  | None of above                         |               |



**Q.33** Job specification of software Engineer the think least important is?

**Marks: 2**

**Question ID:**

5226732

| No | Options Details         | Select Option |
|----|-------------------------|---------------|
| 1  | Education Qualification |               |
| 2  | Physical attributes     |               |
| 3  | Mental abilities        |               |
| 4  | Social relationship     |               |

**Q.34** Job design process the decisions involved are?

**Marks: 2**

**Question ID:**

5226733

| No | Options Details   | Select Option |
|----|-------------------|---------------|
| 1  | Who, What &Where? |               |
| 2  | When, Why &How    |               |
| 3  | A & B BOTH        |               |
| 4  | None of them      |               |

**Q.35** Which is not a part of job design?

**Marks: 2**

**Question ID:**

5226734

| No | Options Details     | Select Option |
|----|---------------------|---------------|
| 1  | Job Hiring          |               |
| 2  | Job enrichment      |               |
| 3  | Job Simplifications |               |
| 4  | Job Rotation        |               |

**Q.36** Job analysis of the work responsibilities of the position to identify?

**Marks: 2**

**Question ID:**

5226735

| No | Options Details  | Select Option |
|----|--|---------------|
| 1  | Task that the person completes during an average week. |               |
| 2  | How these tasks should be done                         |               |
| 3  | Why these tasks are part of his position               |               |
| 4  | All of above   |               |

**Q.37** Job evaluations main feature is?

**Marks: 2**

**Question ID:**

5226736

| No | Options Details          | Select Option |
|----|--------------------------|---------------|
| 1  | Equal pay for Equal work |               |
| 2  | Job enrichment           |               |
| 3  | Job rotation             |               |
| 4  | All of them              |               |

**Q.38** It is the process of increasing the scope of a job by adding more tasks to it?

**Marks: 2**

**Question ID:**

5226737

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1  | ob enrichment   |               |
| 2  | Job rotation    |               |
| 3  | Job enlargement |               |
| 4  | All of above    |               |

**Q.39** The process of breaking the job into small parts and assigning each part to certain individual?

**Marks: 2**

**Question ID:**  
5226738

| No | Options Details    | Select Option |
|----|--------------------|---------------|
| 1  | Job analysis       |               |
| 2  | Job specification  |               |
| 3  | Job simplification |               |
| 4  | None of above      |               |

**Q.40** The objective of Orientation is to?

**Marks: 2**

**Question ID:**  
5226739

| No | Options Details   | Select Option |
|----|---|---------------|
| 1  | Develop cordial relationship between new and old employee |               |
| 2  | Give organization information to new employee.            |               |
| 3  | Give sense of job security                                |               |
| 4  | All of above  |               |

**Q.41** Which is not the part of on-the-job Training?

**Marks: 2**

**Question ID:**  
5226740

| No | Options Details      | Select Option |
|----|----------------------|---------------|
| 1  | Coaching & Mentoring |               |
| 2  | Position Rotation    |               |
| 3  | Case Study           |               |
| 4  | All of above         |               |

**Q.42** Which is not a part of off-the-job Training?

**Marks: 2**

**Question ID:**  
5226741

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1  | Special courses |               |
| 2  | Conferences     |               |
| 3  | Understudy      |               |
| 4  | Seminars        |               |

**Q.43** Which are the main skill requirement of a trainer?

**Marks: 2**

**Question ID:**

5226742

| No | Options Details      | Select Option |
|----|----------------------|---------------|
| 1  | Content development. |               |
| 2  | Time management.     |               |
| 3  | Presentation skill   |               |
| 4  | All of them          |               |

**Q.44** Define specific, meaningful and variable objective at various levels of organization hierarchy?

**Marks: 2**

**Question ID:**

5226743

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1  | Work Design     |               |
| 2  | Job enrichment  |               |
| 3  | M B O           |               |
| 4  | None of above   |               |

**Q.45** Which processes does plan to find, prepare and develop persons for the future replacement of key positions?

**Marks: 2**

**Question ID:**  
5226744

| No | Options Details     | Select Option |
|----|---------------------|---------------|
| 1  | Career planning     |               |
| 2  | Succession planning |               |
| 3  | Job Analysis        |               |
| 4  | None of above       |               |

**Q.46** Career planning defines the system of organization growth opportunities and career movements steps of employees up to stage of?

**Marks: 2**

**Question ID:**  
5226745

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1  | Promotion       |               |
| 2  | Retirement      |               |
| 3  | Selection       |               |
| 4  | None of above   |               |

**Q.47** A Series of steps in which the career of an individual rises from one position to other?

**Marks: 2**

**Question ID:**

5226746

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1  | Successor       |               |
| 2  | Incumbent       |               |
| 3  | Hierarchy       |               |
| 4  | None of above   |               |

**Q.48** Potential Appraisal is different from performance appraisal because of?

**Marks: 2**

**Question ID:**

5226747

| No | Options Details      | Select Option |
|----|----------------------|---------------|
| 1  | Individual in nature |               |
| 2  | Future orientation.  |               |
| 3  | Assessment of skills |               |
| 4  | All of above         |               |



**Q.49** Which is not correct?

**Marks: 2**

**Question ID:**

5226748

| No | Options Details                      | Select Option |
|----|--------------------------------------|---------------|
| 1  | ESOP provides dividend to employees. |               |
| 2  | ESOP dividends are tax free          |               |
| 3  | ESOP is a wealth sharing process     |               |
| 4  | All of above                         |               |

**Q.50** KRA stands for?

**Marks: 2**

**Question ID:**

5226749

| No | Options Details          | Select Option |
|----|--------------------------|---------------|
| 1  | Key result areas         |               |
| 2  | Key Research areas       |               |
| 3  | Key responsibility areas |               |
| 4  | None of these            |               |