

Exam Name : Management Principles & Human Resource Management

Total Questions : 50

Q.1 Which values comprise goals that individuals would like to achieve during their lifetime?

Marks: 2

Question ID:
5215963

| No | Options Details | Select Option |
|----|-------------------|---------------|
| 1 | Terminal values | |
| 2 | Family values | |
| 3 | Ethics | |
| 4 | Individual values | |

Q.2 The term 'power' is also known as_____.

Marks: 2

Question ID:
5215964

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | authority | |
| 2 | position | |
| 3 | strength | |
| 4 | dexterous | |

Q.3 At times, the root cause of organisational politics is an individual's need for _____.

Marks: 2

Question ID:
5215965

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | power | |
| 2 | money | |
| 3 | resources | |
| 4 | ego | |

Q.4 A power that does not emanates from holding the formal position in the organisation is known as _____.

Marks: 2

Question ID:
5215966

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | physical power | |
| 2 | informal power | |
| 3 | mental power | |
| 4 | formal power | |

Q.5 What does a person holding power in an organisation try to create on others?

Marks: 2

Question ID:
5215967

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | Pressure | |
| 2 | Influence | |
| 3 | Obligation | |
| 4 | Motivation | |

Q.6 What are considered as the invisible cause that invariably determines the success of an organisation?

Marks: 2

Question ID:
5215968

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | Large profits | |
| 2 | Incentives | |
| 3 | Lay-offs | |
| 4 | Morale | |

Q.7 The Existence, Relatedness and Growth (ERG) Theory was propounded by _____.

Marks: 2

Question ID:

5215969

| No | Options Details | Select Option |
|----|-----------------------|---------------|
| 1 | David C. McClelland | |
| 2 | Douglas McGregor | |
| 3 | Abraham Harold Maslow | |
| 4 | Clayton Alderfer | |

Q.8 As per Maslow's Level of Needs, which needs are at the bottom of the pyramid?

Marks: 2

Question ID:

5215970

| No | Options Details | Select Option |
|----|---------------------------|---------------|
| 1 | Physiological Needs | |
| 2 | Self- actualisation Needs | |
| 3 | Social Needs | |
| 4 | Esteem Needs | |

Q.9 As per Douglas McGregor, in which theory do subordinates experience low commitment towards goals?

Marks: 2

Question ID:
5215971

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | Theory Y | |
| 2 | Theory X | |
| 3 | Theory Z | |
| 4 | Theory V | |

Q.10 Which factors should be kept in check to keep employees satisfied?

Marks: 2

Question ID:
5215972

| No | Options Details | Select Option |
|----|-------------------|---------------|
| 1 | Monetary | |
| 2 | Self-esteem | |
| 3 | Extrinsic factors | |
| 4 | Intrinsic factors | |

Q.11 The individuals who are creative, hardworking and open-minded are categorised under which level of motivation?

Marks: 2

Question ID:
5215973

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | N Ach | |
| 2 | N Pow | |
| 3 | N Mon | |
| 4 | N Aff | |

Q.12 What can be referred to as settling conflicts rather than resolving it?

Marks: 2

Question ID:
5215974

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | Bonhomie | |
| 2 | Resolution | |
| 3 | Negotiation | |
| 4 | Speculation | |

Q.13

In which process does a receiver receive, decode and understand the message, and give feedback to the sender?

Marks: 2**Question ID:**

5215975

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | Communication | |
| 2 | Conflict | |
| 3 | Meeting | |
| 4 | Resolution | |

Q.14

The conflict between marketing and another department can be categorised under which category of conflict?

Marks: 2**Question ID:**

5215976

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | High-level | |
| 2 | Intra-group | |
| 3 | Departmental | |
| 4 | Inter-group | |

Q.15 A process by which a sender translates his ideas into a framework of words is known as _____.

Marks: 2

Question ID:
5215977

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | channel | |
| 2 | feedback | |
| 3 | decoding | |
| 4 | encoding | |

Q.16 Informal communication that occurs in an organisation is also known as _____.

Marks: 2

Question ID:
5215978

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | grapevine | |
| 2 | applevine | |
| 3 | gesture | |
| 4 | cliché | |

Q.17 The process of selecting a candidate whose skills match job specification is known as _____.

Marks: 2

Question ID:
5215979

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | recruitment | |
| 2 | promotion | |
| 3 | appraisal | |
| 4 | selection | |

Q.18 What approach is associated with HRM?

Marks: 2

Question ID:
5215980

| No | Options Details | Select Option |
|----|-------------------|---------------|
| 1 | Outgoing | |
| 2 | Multidisciplinary | |
| 3 | Ongoing | |
| 4 | Unending | |

Q.19 The first step in any function of the management is _____.

Marks: 2

Question ID:
5215981

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | organising | |
| 2 | managing | |
| 3 | planning | |
| 4 | directing | |

Q.20 Which goals are analysed prior to the planning of the HR requirement?

Marks: 2

Question ID:
5215982

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | Organisational | |
| 2 | Personal | |
| 3 | Future | |
| 4 | None of these | |

Q.21 Which of these processes is not linked to HRP?

Marks: 2

Question ID:

5215983

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | Communication | |
| 2 | Coordination | |
| 3 | Cooperation | |
| 4 | Coalition | |

Q.22 Which of these methods is not used to influence the productivity of the organisation?

Marks: 2

Question ID:

5215984

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | Job analysis | |
| 2 | Job design | |
| 3 | Job evaluation | |
| 4 | Job requirement | |

Q.23 Which approach helps a job analyst observe a candidate during work routine?

Marks: 2

Question ID:
5215985

| No | Options Details | Select Option |
|----|------------------------|---------------|
| 1 | Interview approach | |
| 2 | Observation approach | |
| 3 | Questionnaire approach | |
| 4 | Casual approach | |

Q.24 It lays out duties and responsibilities along with working conditions for a job.

Marks: 2

Question ID:
5215986

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | Job analysis | |
| 2 | Job evaluation | |
| 3 | Job description | |
| 4 | Job design | |

Q.25 In which process is a job broken into small parts and given to individuals?

Marks: 2

Question ID:
5215987

| No | Options Details | Select Option |
|----|--------------------|---------------|
| 1 | Job simplification | |
| 2 | Job enlargement | |
| 3 | Job rotation | |
| 4 | Job enrichment | |

Q.26 Which process is used for making different financial packages for different employees in an organisation?

Marks: 2

Question ID:
5215988

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | Job analysis | |
| 2 | Job description | |
| 3 | Job evaluation | |
| 4 | Job design | |

Q.27 In which process are prospective candidates searched for employment?

Marks: 2

Question ID:
5215989

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | Training | |
| 2 | Recruitment | |
| 3 | Induction | |
| 4 | Promotion | |

Q.28 Which is the most important asset upon which success of an organisation depends?

Marks: 2

Question ID:
5215990

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | Evaluation | |
| 2 | Performance | |
| 3 | Profit | |
| 4 | Workforce | |

Q.29 Name the type of recruitment that exists in organisations spread across a large area.

Marks: 2

Question ID:
5215991

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | Decentralised | |
| 2 | Internal | |
| 3 | Centralised | |
| 4 | Promotion | |

Q.30 Which channel is used to disseminate information about prospective vacancy in the organisation?

Marks: 2

Question ID:
5215992

| No | Options Details | Select Option |
|----|------------------|---------------|
| 1 | External channel | |
| 2 | Formal channel | |
| 3 | Informal channel | |
| 4 | Former employee | |

Q.31 Agencies that maintain a database of resumes of a prospective jobseeker are called _____.

Marks: 2

Question ID:
5215993

| No | Options Details | Select Option |
|----|------------------------|---------------|
| 1 | labour contractors | |
| 2 | management consultants | |
| 3 | trade associations | |
| 4 | internal sources | |

Q.32 Which stage represents the pre-employment stage of an individual?

Marks: 2

Question ID:
5215994

| No | Options Details | Select Option |
|----|---------------------|---------------|
| 1 | Research stage | |
| 2 | Exploration stage | |
| 3 | Establishment stage | |
| 4 | Decline stage | |

Q.33

Name the quality present in individuals who have a primary demand to work under their own rules.

Marks: 2**Question ID:**

5215995

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | Functional | |
| 2 | Technical | |
| 3 | Autonomy | |
| 4 | Stability | |

Q.34

What strives to fix the path of an employee in the context of an organisation?

Marks: 2**Question ID:**

5215996

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | Career anchor | |
| 2 | Career design | |
| 3 | Career | |
| 4 | Career planning | |

Q.35 What changes over time to match employees' needs with organisational requirements?

Marks: 2

Question ID:

5215997

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | Career design | |
| 2 | Career paths | |
| 3 | Career planning | |
| 4 | Career goals | |

Q.36 During which stage do individuals try to establish their positions in the society?

Marks: 2

Question ID:

5215998

| No | Options Details | Select Option |
|----|---------------------|---------------|
| 1 | Establishment stage | |
| 2 | Research stage | |
| 3 | Exploration stage | |
| 4 | Mid-career stage | |

Q.37 Name the system of assessing the worth of each employee to an organisation.

Marks: 2

Question ID:

5215999

| No | Options Details | Select Option |
|----|---------------------------|---------------|
| 1 | Performance appraisal | |
| 2 | Performance design | |
| 3 | Performance determination | |
| 4 | Performance reversal | |

Q.38 Which of these is not a parameter to gauge employee performance?

Marks: 2

Question ID:

5216000

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | Punctuality | |
| 2 | Regularity | |
| 3 | Responsibility | |
| 4 | Personality | |

Q.39

Which method allows the appraiser to represent each trait of an employee on a five-point scale?

Marks: 2**Question ID:**

5216001

| No | Options Details | Select Option |
|----|------------------------|---------------|
| 1 | Merit evaluation | |
| 2 | Graphic rating scale | |
| 3 | Performance appraisal | |
| 4 | Unstructured appraisal | |

Q.40

Name the method in which appraisal is done by someone outside the assessor's own department.

Marks: 2**Question ID:**

5216002

| No | Options Details | Select Option |
|----|----------------------------|---------------|
| 1 | Field review method | |
| 2 | 360-degree appraisal | |
| 3 | Critical incidents method | |
| 4 | Forced distribution method | |

Q.41 Which of these terms is not similar to Performance Appraisal?

Marks: 2

Question ID:

5216003

| No | Options Details | Select Option |
|----|------------------------|---------------|
| 1 | Performance assessment | |
| 2 | Performance evaluation | |
| 3 | Performance reversal | |
| 4 | Merit evaluation | |

Q.42 What leads to increased productivity of employees as well as managers?

Marks: 2

Question ID:

5216004

| No | Options Details | Select Option |
|----|--------------------------|---------------|
| 1 | HRIS | |
| 2 | Key Responsibility Areas | |
| 3 | Key Research Areas | |
| 4 | Key Result Areas | |

Q.43 Which of the components are not encompassed in HRIS?

Marks: 2

Question ID:

5216005

| No | Options Details | Select Option |
|----|---------------------|---------------|
| 1 | Cost planning | |
| 2 | Time management | |
| 3 | Travel management | |
| 4 | Conflict management | |

Q.44 What refers to participation from all employees working at any level for quality enhancement?

Marks: 2

Question ID:

5216006

| No | Options Details | Select Option |
|----|------------------------|---------------|
| 1 | Continuous improvement | |
| 2 | Improvement of skills | |
| 3 | Employee involvement | |
| 4 | Meeting requirements | |

Q.45

The history of Kaizen dates back to the period after World War II. What does "zen" infer?

Marks: 2**Question ID:**

5216007

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | Improvement | |
| 2 | Zeal | |
| 3 | Innovation | |
| 4 | Implementation | |

Q.46

To which of these areas does Kaizen not apply?

Marks: 2**Question ID:**

5216008

| No | Options Details | Select Option |
|----|----------------------|---------------|
| 1 | Human resources | |
| 2 | Marketing | |
| 3 | Accounts payable | |
| 4 | Quality and research | |

Q.47 The experiences of _____ success are considered to be important elements in an individual's career.

Marks: 2

Question ID:
5216009

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | personal | |
| 2 | organisational | |
| 3 | psychological | |
| 4 | monetary | |

Q.48 The human resource field was earlier known as _____.

Marks: 2

Question ID:
5216010

| No | Options Details | Select Option |
|----|----------------------|---------------|
| 1 | Resource Management | |
| 2 | Employee Management | |
| 3 | Office Management | |
| 4 | Personnel Management | |

Q.49 The flow of formal authority moves from _____ of management to the bottom levels in each organisation.

Marks: 2

Question ID:
5216011

| No | Options Details | Select Option |
|----|------------------|---------------|
| 1 | the middle level | |
| 2 | the top level | |
| 3 | the low level | |
| 4 | all the levels | |

Q.50 Was Henri Foyal among one of the contributors towards the school of management?

Marks: 2

Question ID:
5216012

| No | Options Details | Select Option |
|----|-----------------|---------------|
| 1 | TRUE | |
| 2 | FALSE | |