

1. Performance Appraisal is a primary HRM process that links employees and organizations and provides input for other processes through these means
 - a) Identification, Measurement, Management
 - b) Assessment, Direction, Development**
 - c) Recruitment, Selection, On boarding
 - d) Skill, Effort, Responsibility

2. A cultural dimension that affects the success of HRM practices in most countries where relative emphasis is on hierarchical status is called
 - a) Individualism
 - b) Power Distance**
 - c) Uncertainty Avoidance
 - d) Masculinity/Femininity

3. Which one of the following is NOT an advantage of centralization?
 - (a) It provides for maximum control in organization
 - (b) It ensures uniformity in administration
 - (c) It enhances flexibility in the organization**
 - (d) It prevents abuse of authority in administration

4. What is the difference in Vroom's theory of Motivation compared to Maslow?
 - a) Maslow's theory is based on Reinforcement Vroom's on needs
 - b) Maslow's theory is based on behavior and Vroom's on cognition
 - c) Maslow's theory is based on needs & Vroom's on valence**
 - d) None of the above

5. The Force Field Analysis was made famous by whom?
 - a) Rosabeth Moss Canter
 - b) P N Khandwallah
 - c) Kurt Lewin**
 - d) Edward De Bono