

Human Resource Management

Importance of Human Resource Management and Man Power Planning covering job analysis, job description, job design, sources of recruitment and Methods of Selection are presented in the form of Multiple Choice Questions.

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01) Which one of the following becomes a creative factor in production?

- a) Land
- b) Capital
- c) Consumers
- d) Human Resources

02) People cast in the role of contributors to production are called

- a) Capitalist
- b) Land owners
- c) Human Resources
- d) Consumers

03) Wide range of abilities and attributes possessed by people are called as

- a) Management
- b) Human Resources
- c) Entrepreneur
- d) Entrepreneur

04) Deployment of which resource is difficult to master

- a) Human
- b) Land
- c) Capital
- d) Natural

05) The focus of Human Resource Management revolves around

- a) Machine
- b) Motivation
- c) Money
- d) Men

06) Quality- oriented organization primary concern centers around

- a) Coordination
- b) Communication
- c) Human Resources
- d) Discipline

07) Quality goals require alignment with

- a) Production
- b) Human Resources
- c) Finance
- d) Purchase

08) Demand for human resources and management is created by

- a) Expansion of industry
- b) Shortage of labor
- c) Abundance of capital
- d) Consumer preferences

09) Management function arises as a result of

- a) Consumer preferences
- b) Abundance of capital
- c) Expansion of industry
- d) Shortage of labor

10) Union function arises as a result of employees

- a) Problem of communication
- b) Longing for belonging
- c) Dissatisfaction
- d) Change in technology

11) Human Resource Management is primarily concerned with

- a) Sales
- b) Dimensions of people
- c) External environment
- d) Cost discipline

12) Human Resource Management aims to maximize employees as well as organizational

- (a) Effectiveness
- b) Economy
- c) Efficiency
- d) Performativity

13) The difference between human resource management and personnel management is

- a) Insignificant
- b) Marginal
- c) Narrow
- d) Wide

14) Human Resource Management function does not involve

- a) Recruitment
- b) Selection
- c) Cost control
- d) Training

15) Which one is not the specific goal of human resource management?

- a) Attracting applicants
- b) Separating employees
- c) Retaining employees
- d) Motivating employees

16) Identify which one is an added specific goal of human resource management

- a) Retraining
- b) Learning
- c) Unlearning
- d) Separating

17) Identify the top most goal of human resource management

- a) Legal compliance
- b) Competitive edge
- c) Work force adaptability
- d) Productivity

18) To achieve goals organizations require employees

- a) Control
- b) Direction
- c) Commitment
- d) Cooperation

19) Human resource management helps improve

- a) Production
- b) Productivity
- c) Profits
- d) Power

20) The amount of quality output for amount of input means

- a) Productivity
- b) Production
- c) Sales increase
- d) Increase in profits

21) Responding to employees and involving them in decision making is referred to as

- a) Quality of work life
- b) Autonomy
- c) Empowerment
- d) Preaction