

Madanbhai Sura Institute of Business Management, Khed
MMS - II Year Semester III Online EXAM DEC-2020

Prof. Name: Karishma Kawale
 Subject Name: Competency Based HRM
 Specialization: Human Resource
 Question Type: MCQ

NO. Ques. : 50
 Time : 1Hrs.
 Marks : 60

Solve 40 questions for 60 marks.

Question No.	Question
1	The competency pay plan is more A. person oriented B. job oriented C. tenure oriented D. evaluation oriented
2	Online and face to face feedback about goal's progress is A. direct sharing B. goal alignment C. ongoing performance monitoring D. ongoing feedback
3	The process of locating and encouraging potential applicants to apply for an existing or an anticipated job openings is called A. selection B. placement C. recruitment D. induction
4	Employee referral is A. an internal method of recruitment B. an indirect method of recruitment C. third party method of recruitment D. an internet recruiting
5 Is an extended work sample A. Intelligence test B. Assessment centre C. Personality test D. Interest test
6	Attributing characteristics to individuals based on their inclusion or membership in a particular group is called A. resort to snap judgment B. stereotyping C. leniency D. halo effect
7	Assigning a specific rank and responsibility to an employee is known as A. job B. task C. placement D. sselection
8	Inputs to the selection process include all but A. job analysis B. supervision C. HR planning D. job applicants
9	Which among the following tests measure self-confidence, motivation, emotional balance etc.? A. Intelligence test B. Preference test C. Personality test D. Interest test
10	Positive features and benefits offered by an organisation to attract job applicants is known as A. compensation B. increment C. package D. inducement
11	In which of the following method of recruitment, employees are encouraged to recommend the names of their friends working in other organisations for possible vacancy in the near future? A. job posting B. gate hiring C. campus recruitment D. employee referrals
12	Job posting is A. posting of an employee B. a method of Recruitment C. is an appraisal technique D. an internet recruitment
13	Compensation will be perceived as fair if it is comprised of a system of components developed to maintain A. internal equity B. external equity C. both internal and external equity D. none of these
14	Health insurance, retirement pension, payment for overtime, etc., are A. base pay B. variable pay C. benefits D. all of these
15	Wage and salary survey ensures about A. Internal equity B. External equity C. Individual equity D. both A and B
16	Which among the following allowances is paid to employees in order to enable them to face the increasing price of essential commodities? A. Bonus B. Rent allowance C. Increment in salary D. Dearness allowance
17	The minimum wage can be fixed by A. hour B. day C. month D. all of these
18	Rewards that one gets from the employer, usually money, a promotion or benefits is called A. intrinsic rewards B. extrinsic rewards C. self-motivated reward D. organization reward
19	Fringe Benefits are A. supplementary compensation B. base compensation C. merit Plan D. bonus
20	Remuneration to blue collar workers is called A. wage B. salary C. compensation D. payment
21	A dyadic relationship between a manager who is offering help and an employee to whom such help is given. This is known as A. mentoring B. counselling C. coaching D. helping
22	The range of destructive stress or Distress is from A. low to moderate B. moderate to high C. high to low D. none of these
23	Job enlargement, Job enrichment, Job rotation and Job simplifications are the various techniques used in an exercise. A. job analysis B. job rotation C. job enlargement D. Moods
24	Job Characteristics model was developed by A. Taylor B. Fredrick C. Herzberg D. Hackman and Oldham
25	Which of the following is a written statement of the skills, knowledge, abilities, and other characteristics needed to perform a job effectively? A. Job Analysis B. job specification C. job enlargement D. Job design
26	Which one of the following is not an approach to work design? A. engineering approach B. motivational theories C. socio-technical system method D. scientific approach
27	Vertical enhancement of job is known as A. job enrichment B. job rotation C. job enlargement D. Moods
28	Who has given "Hierarchy of Needs" theory? A. Abraham Maslow B. McClelland C. Fredrick Herzberg D. Henry Fayol
29	Two-Factor Theory is also known as A. Theory X and Y B. Motivation-hygiene theory C. Negative and Positive D. All of the above
30	Who proposed ERG Theory? A. Gene Broadwater B. Edwin Locke C. Victor Vroom D. Clayton Alderfer
31	MBO Stands for A. Management by objectives B. Management by observation C. Management by ownership D. Management by operation
32	Compensation based on some established formula designed around a company's profitability is known as A. profit sharing plan B. gain sharing C. bonuses D. piece-rate pay plan
33	Reinforcement Theory has an impressive record of predicting A. dependent variables B. performance variables C. absenteeism D. none of these
34	A participative process that uses entire capacity of employees and is designed to encourage increased commitment to the organisation's success, is known as A. Works council B. Employee participation C. Employee involvement D. Participative management
35	Works council and board representative are forms of A. employee Participation B. employee involvement C. quality circle D. participative management
36	Which of the following tasks represents a leadership responsibility? A. Budgeting B. Aligning people C. Organising D. None of these
37	Emotional Intelligence A. is genetic B. can be learned C. cannot be improved D. none of these
38	Recognising and rewarding success form part of the process of motivating and inspiring. A. Leadership B. Management C. Negotiation D. Motivation

Question No.	Answer in Option
1	A
2	D
3	C
4	A
5	B
6	B
7	C
8	B
9	C
10	D
11	D
12	B
13	C
14	C
15	B
16	D
17	D
18	B
19	A
20	A
21	B
22	B
23	A
24	D
25	B
26	D
27	A
28	A
29	B
30	D
31	A
32	A
33	C
34	C
35	B
36	B
37	A
38	A
39	B
40	B
41	D
42	A
43	B
44	C
45	D
46	D
47	C
48	C
49	B
50	B
51	A
52	D
53	A
54	D
55	D

39	Performance appraisal is conducted for	A. Manager	B. employees	C. executives	D. subordinates
40	Critical incident technique provides basis for conducting employee's performance.	A. subjective	B. objective	C. non-quantitative	D. none of these
41	The rater gives greater weightage to recent occurrence than earlier performance, this type of judgmental error is known as	A. Halo	B. Horn effect	C. Stereotyping	D. Recency effect
42	Essay evaluation method is	A. subjective	B. subjective	C. quantitative	D. none of these
43	The management information system (MIS) responds to the need for	A. electronic data processing	B. managerial information	C. accounting application	D. utility billing information
44	In-basket method of training is helpful in enhancing	A. interpersonal skills	B. job knowledge	C. decision-making skills	D. organisational knowledge
45	Job rotation and multiple management method of training is helpful in enhancing	A. interpersonal skills	B. job knowledge	C. decision-making skills	D. organisational knowledge
46	A strike which is started without the consent of union is called	A. Slow-down strike	B. Bumper strike	C. Hunger strike	D. Unofficial strike
47	How many members can constitute to form a registered Trade Union?	A. 100	B. 10	C. 7	D. 50
48	Which among the followings is a method of training?	A. Job enrichment	B. Job enlargement	C. Job rotation	D. None of these
49	Court of Enquiry needs to submit its report after solving the dispute within	A. 10 months	B. 6 months	C. 5 months	D. 12 months
50	Temporary closure of a unit called from the side of employer is known as	A. Strike	B. Lockout	C. Closure	D. Shutdown
51	What is the importance of controlling?	A. Ensure that activities are in accordance with the terms of the plan.	B. An important mental process on the part of a manager	C. decision-making skills	D. Process of regulating the activities.
52	Who is responsible to manage change?	A. Employees	B. Management	C. Executives	D. (b) & ©
53	What is a decision in management?	A. Reaching at a proper conclusion after consideration.	B. A decision involves choosing of alternatives.	C. A decision is the outcome of a group of people or an individual.	D. None of the above.
54	Quantitative Technique refers to-	A. Models, simulation, resource allocation technique.	B. Waiting line problems and the queuing theory	C. Gaming and Game theory and Probability theory	D. All the above.
55	Staffing includes	A. workload estimation	B. termination	C. appointments of personnel, placement	D. all of these