

CLASS: B.B.A.

15A/45

St. JOSEPH'S COLLEGE (AUTONOMOUS) TIRUCHIRAPPALLI – 620 002

SEMESTER EXAMINATIONS – APRIL 2015

TIME: 40 Minutes

MAXIMUM MARKS: 30

SEM	SET	PAPER CODE	TITLE OF THE PAPER
II	2014	14UBU230203	HUMAN RESOURCE MANAGEMENT

SECTION - A

Answer all the questions:

30 × 1 = 30

Choose the correct answer:

- The existence, growth and development of every organization mainly depends upon its
 - Human resource
 - Quality of human resource
 - Investment
 - Management ability
- The objectives of HRM indicates
 - To build interpersonal relationship
 - To enhance job satisfaction
 - To develop better work environment
 - All the above
- Acquisition, enhancement, compensation, relation are
 - Operational function
 - Managerial function
 - Strategic function
 - Production function
- The object of the _____ function is to ensure that the planned idea has been successfully achieved.
 - Directing
 - Controlling
 - Organizing
 - Planning
- Components of an HRIS includes
 - Input
 - Data storage and processing
 - Output
 - All the above

6. Cross cultural management helps to develop the employees
 - a) Attitude
 - b) Dress code
 - c) Relationship among all the persons
 - d) All the above
7. Human resource plan includes
 - a) Demand plan of human resource
 - b) Supply plan of human resource
 - c) Cost analysis plan
 - d) Break even analysis plan
8. The process of filling up vacancy by employee recommendation is known as
 - a) Referral
 - b) Transfer
 - c) Deputation
 - d) Outsourcing
9. To bridge the gap between job seekers and job providers is the main aim of
 - a) Recruitment
 - b) Selection
 - c) Placement
 - d) Training
10. The process concentrate two classes, chose who will be offered employment and those who will not is known as
 - a) Selection
 - b) Job portal
 - c) Campus interview
 - d) Application blank
11. Employee retention concentrate on
 - a) To bind good relationship with the employees
 - b) To reduce the about turnover
 - c) To reduce the absenteeism level
 - d) All the above
12. Indefinite and dissimilar set of questions are asked incase of
 - a) Stress interview
 - b) Structured interview
 - c) Unstructured interview
 - d) Online interview
13. Which of the following enhances the skill, attitude, and knowledge of the employee.
 - a) Training
 - b) Promotion
 - c) Performance appraisal
 - d) Role playing

14. All the new entrants are exposed to the organization and work profile of the job for which they are selected by
 - a) Apprentice training
 - b) Induction training
 - c) Sensitivity training
 - d) Simulation
15. Imparting interpersonal and team building relationship is
 - a) Hard skill
 - b) Capability
 - c) Soft skill
 - d) Communication
16. The programme designed to increase the business skills and leadership capabilities of managers is known as
 - a) Executive development
 - b) Role playing
 - c) Group discussion
 - d) None of the above
17. The objective of knowledge management is
 - a) To get right, knowledge to the right person
 - b) To create value among the employees
 - c) To refine the firm's competences
 - d) All the above
18. The presentation of real situation of organizations in the training session is known as
 - a) Role games
 - b) Simulation
 - c) Vestibule training
 - d) Laboratory training
19. The important factor determining the wage policy of a concern.
 - a) Availability of funds
 - b) Demand and supply forces
 - c) Pay policy of competing firms
 - d) All the above
20. Workers may not have stable income under which of the following methods of wage payment.
 - a) Time wage
 - b) Piece wage
 - c) Balance method
 - d) None of the above
21. _____ method is adopted for clerical and managerial jobs.
 - a) Payment by time
 - b) Payment by result
 - c) Balance method
 - d) None of the above

22. Ego needs represents
- a) Food, water, clothing
 - b) Stable income, pension, insurance
 - c) Affection, love, group acceptance
 - d) Status, approval, self-respect
23. Development of mentorship requires
- a) Establishment of relationship
 - b) Create the kind of schedule
 - c) Supporting from others
 - d) All the above
24. Two factor theory was given by
- a) Elton mayo
 - b) Herzberg
 - c) Maslow
 - d) Douche
25. Downward movement of employee in the organizational hierarchy is
- a) Demotion
 - b) Promotion
 - c) Lay-off
 - d) Transfer
26. Promotion of clerk as senior clerk is
- a) Dry promotion
 - b) Horizontal promotion
 - c) Vertical promotion
 - d) Spot promotion
27. Employee is rated by an independent third party under
- a) MBO
 - b) 360 degree
 - c) Field review method
 - d) BARS method
28. Employees are appraised at the end of a given period in terms of goals established by superior and subordinates jointly under
- a) Graphic scale method
 - b) MBO
 - c) MBE
 - d) 360 degree
29. Lateral job change in any organization is known as
- a) Upward job change
 - b) Downward job change
 - c) Transfer
 - d) None of the above
30. Effective control system includes
- a) Observation
 - b) Supervision
 - c) Reports & records
 - d) Observation, supervision, reports and records
