

Department of E&TC
Human Resource Management (Mock Paper)

Q		Marks
1	Organization structure primarily refers to a. how activities are coordinated & controlled b. how resources are allocated c. the location of departments and office space d. the policy statements developed by the firm	1
2	The purpose of job enrichment is to a. expand the number of tasks an individual can do b. increase job efficiency c. increase job effectiveness d. increase job satisfaction of middle management	1
3	Strategic planning as a broad concept consists of a. corporate strategy and business strategy b. strategy formulation and strategy implementation c. inputs and outputs d. environmental analysis and internal analysis	1
4	According to Herzberg, which of the following is a maintenance factor? a. Salary b. Work itself c. Responsibility d. Recognition	1
5	Contribution/s of human relations movement is/are a) Great Depression b) Labour Movement c) Hawthorne Studies d) All of these	2
6	Which term describes the process of gathering, analysing and synthesising information about the jobs that are being done and any new jobs that are envisaged? a. job description. b. job analysis. c. job specification. d. human resource inventory.	1
7	“Leadership motivates the people to work and not the power of money”, this concept is related to a) Autocratic model b) Custodial model c) Supportive Model d) Collegial Model	2

8	<p>Which of the following frameworks is based on the expectancy, demand and incentive concepts</p> <p>a) The cognitive framework b) The behaviouristic framework c) The social learning framework d) The supportive framework</p>	1
9	<p>The _____ is based on the environment. Though _____ like thinking, expectations and perception do exist, and they are not needed to manage or predict behaviour.</p> <p>a) Behaviouristic approach, Cognitive processes, b) cognitive processes, behaviouristic approach c) Social cognitive, behaviouristic approach d) Cognitive processes, social cognitive</p>	2
10	<p>Nowadays a lot of stress is being put on the _____ of the employee in the organisation</p> <p>a. Character b. improvement c. Behaviour d. Rewards</p>	1
11	<p>Job Satisfaction have _____ related to Absenteeism and Turnover</p> <p>a. Positively b. Negatively c. directly d. Elastically</p>	2
12	<p>The most significant management skills are</p> <p>a) Technical, Human and Conceptual b) Technical, behavioural and Conceptual c) Systematic, Human and Conceptual</p>	1

	d) Technical, Human and cognitive	
13	Concerning organizational cultures, a. a strong culture is a more productive environment b. a weak culture is a more productive environment c. the specific culture that contributes to positive effectiveness is well known d. the stronger the culture, the more influential it is on employee behavior	1
14	Which of the following best explains why an employee behaves as s/he does? a. The environment is the most important consideration in understanding individual employee behavior. b. Both the environment and individual differences are important considerations in understanding individual employee behavior. c. Neither the environment nor individual differences are important considerations in understanding individual employee behavior. d. Employee personality and attitudes are primarily dictated by the environment.	2
15	Which of the following is a strategy of job design that increases job depth by meeting employees needs for psychological growth? a. Job rotation b. Job enrichment c. Job enlargement d. Job engagemnt	2
16	Behavioural framework based on _____behaviour and ____environmental variables. a) Observable --- Non Observable b) Observable --- Observable c) Non Observable --- Observable d) Non observable --- Non Observable	1
17	Human can project _____behaviour for _____stimulus and he exhibit a response depending on environmental consequences. a) different— different b) same— same c) same— —different d) different— same	2

18	<p>_____states that along with cognitive and external situation the experiences faced through relevant past events determines what a person becomes and this will create an impact in subsequent behaviour.</p> <p>a) Behaviouristic Framework b) Cognitive Framework c) Social Cognitive Framework d) Social Framework</p>	1
19	<p>Employees plan their actions is called as</p> <p>a) Symbolizing b) Forethought c) Observational d) Self-regulatory</p>	1
20	<p>Common uniform, canteen, office does not mean common treatment is a limitation of</p> <p>a) Organizational Cultural b) Organizational Structure c) Organizational Behaviour d) Organisational Value</p>	2
21	<p>_____focuses on the influence of people on one another</p> <p>a) Anthropology b) Psychology c) Social psychology d) sociology</p>	2
22	<p>) Belief, opinion, knowledge, emotions feelings intention are the components of</p> <p>a) OB b) Job satisfaction c) Attitude d) Personality</p>	1
23	<p>Which is not a method used for changing the attitude of Employee</p> <p>a) use of fear b) Providing new information c) Performance appraisal d) Giving Feedback</p>	2
24	<p>The five personality traits as per Big Five Personality Traits are</p> <p>a) Extroversion, Agreeableness, Conscientious, Emotional Stability, Openness to experience b) Extroversion, Agreeableness, Friendly, Emotional Stability, Openness to experience c) Extroversion, Agreeableness, Courage, Friendly, Openness to experience d) Extroversion, Agreeableness, Conscientious, Emotional Stability, Easy going</p>	2

25	Salary, and basic working condition will come under_____Needs a) Safety b) Physiological need c) social need d) organizational	1
26	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	1
27	Advertisements, television, radio ads, and newspaper ads are_____ method of recruitment (a) an internal method of recruitment (b) an indirect method of recruitment (c) third party method of recruitment (d) direct recruiting	1
28	Which among the following tests measure self-confidence, motivation, emotional balance etc.? (a) Intelligence test (b) Preference test (c) Personality test (d) Interest test	1
29	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	1
30	Trade Union Act was passed in the year_____. (a) 1926 (b) 1936 (c) 1958 (d) 1916	1
31	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	1
32	Termination from employment for any of the misconducts mentioned in the Industrial Employment Act, 1946 is called_____.	1

	(a) Discharge (b) Suspension (c) Layoff (d) Dismissal	
33	Development aims at improving_____. (a) Total personality of an individual (b) Specific skill relating to job (c) Organisation culture (d) All of these	1
34	An interpersonal process used by two or more parties whereby both or all modify their demands to reach an agreement is called_____. (a) Collective bargaining (b) Negotiation (c) Good Faith bargaining (d) Bargaining zone	1
35	In which of the following methods of training a senior manager in an organisation assumes the responsibility for grooming a junior person? (a) Coaching (b) JIT (c) Mentoring (d) Apprenticeship training	1
36	_____means that the same standard can be applied to any organization large or small, whatever its product or service, in any sector of activity, and whether it is a business enterprise, a public administration, or a government department. (a) Generic (b) Genesis (c) Quality (d) Product	1
37	Authority should be commensurate with_____. (a) degree of coordination (b) position in the hierarchy (c) degree of responsibility (d) degree of supervision	1
38	The beliefs, values and practices adopted by an organisation that directly influence employee conduct and behaviour is known as_____. (a) Corporate culture (b) Corporate image (c) Corporate values	1

	(d) Corporate citizenship	
39	<p>In which method of Performance Appraisal Employees are rated only two factors – job performance and promotability, and they are placed between two extremes good and bad_____.</p> <p>(a) Man-to-man comparison method (b) Graphic rating method (c) Forced distribution method (d) Straight ranking method</p>	1