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IBPS SO HUMAN RESOURCE QUIZ – 7

Directions: Study the following questions carefully and answers the questions given below:

1. Which of the following does not come under the ambit of HRD?

- A. Recruitment and selection
- B. Training and development
- C. Performance appraisal
- D. Performance counseling
- E. All are correct

2. Which of the following is true about Personnel Management?

- I. It is a maintenance oriented function.
- II. The emphasis is on higher needs to motivate the employees.
- III. It is reactive in nature.

- A. Only I
- B. Only I and III
- C. Only II and III
- D. Only I and II
- E. None of the above

3. Which of the following is true about Personnel Management?

- I. The motivating factor here is improvement in performance.

II. The aim is to develop the culture of the organization and the organization itself.

III. It strictly adheres to the tenets of the contract.

- A. Only I B. Only III C. Only I and III
D. Only II and III E. All of the above

4. Which of the following is true about Human resource management?

I. The motivator is utilizing human resources in an efficient manner.

II. It is a proactive function.

III. The role of management is transformational in nature.

- A. Only I B. Only III C. Only I and II
D. Only II and III E. All of the above

5. If an employee is to carry out a completely different set of responsibilities, which of the following needs to be carried out?

- A. Performance appraisal
B. Potential Appraisal
C. Peer review
D. Past Performance
E. Career planning

6. If rewards are based on non-performance factors, which of the following could be a potential drawback of this system?

- A. Team based work gets negatively impacted.
- B. It would lead to a definite reduction in output.
- C. Employees are more likely to reduce putting in efforts.
- D. There would be intense competition between employees.
- E. None of the above

7. Which of the following can be used as a tool to broaden the field of specialization of employees?

- A. Job Specification
- B. Job rotation
- C. Job analysis
- D. HRIS
- E. Quality of work life

8. _____ can be defined as perceptions the employee can have on the developmental environment of an organisation.

- A. HRD climate
- B. Organizational effectiveness
- C. HRD outcomes
- D. HRD stereotyping
- E. None of the above

9. OCTAPAC is one of the elements of the HRD climate. What does 'T' stand for here?

- A. Truth
- B. Top management
- C. Trust

D. Tenacity

E. Training

10. Which company was the pioneer in designing and implementing the first HRD system in India?

A. Johnson and Johnson

B. Larson and Toubro

C. Tata Motors

D. Reliance Industries

E. None of the above



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Correct answers:

1	2	3	4	5	6	7	8	9	10
E	B	C	E	B	C	B	A	C	B

Explanations:

1.

All of the activities above come under the scope of HRD.

Hence, option E is correct.

2.

The following are the features of Personnel Management:

- I. It is maintenance oriented.
- II. It is a reactive function.
- III. The emphasis is on monetary rewards.
- IV. It tries to improve the efficiency of people.
- V. It is the responsibility of only the Personnel department.

Only I and III are correct.

Hence, option B is correct.

3.

The aim of personnel management is to improve the efficiency of the organization and not developing organizational culture.

The following are the features of Personnel Management:

I. It is maintenance oriented.

II. It is a reactive function.

III. The emphasis is on monetary rewards.

IV. It tries to improve the efficiency of people.

V. It is the responsibility of only the Personnel department.

VI. It adheres to the written contract.

VII. It believes in enforcing rules and procedures.

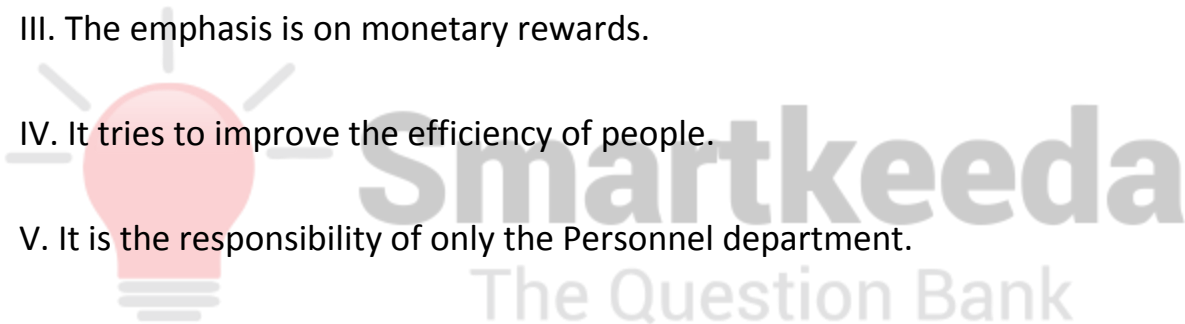
VIII. The role of management is transactional in nature.

Both I and III are correct.

Hence, option C is correct.

4.

All of the statements are correct.



Hence, option E is correct.

5.

Potential Appraisal is used when an employee is used to carry out different roles at higher levels and to understand his potential to move to higher positions. It helps in selecting a suitable candidate for a role and even training him if needed.

Hence, option B is correct.

6.

If a person is rewarded on the basis of non-performance factors like job title, seniority etc, it may lead to a reduction in the efforts put in by him as his reward is not performance linked.

Hence, option C is correct.

7.

Tasks are rotated among employees to broaden their areas of specialization and knowledge.

Hence, option B is correct.

8.

HRD climate is an integral part of organisational climate and can be defined as perceptions the employee can have on the developmental environment of an organisation.

Hence, option A is correct.

9.

O- Openness

C- Confrontation

T- Trust

A- Autonomy

P- Proactive

A- Authenticity

C- Collaboration

Hence, option C is correct.

10.

The concept of HRD came into picture in 1970's. Larsen and Toubro was the pioneer in India to design and implement an integrated HRD system in the 1970's.

Hence, option B is correct.



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