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Sentence Replacement Questions Bank Exams (IBPS PO, SBI PO, & RBI Grade B)

Sentence Replacement Quiz 1

Directions: In the questions given below, a passage has been given with a number of statements in bold. These statements may/may not be correct grammatically and contextually. You are required to study each of the bold statements and choose from the options the one which is correct contextually and grammatically. If the statement is correct, choose option E as your answer.

(A) Performance appraisal is the step where the management evaluates the effectiveness of recruitment & selection of its employees, so that the right person can be at right place. It is a process of evaluating an employee's performance of a job in terms of its requirements. Performance appraisal is used as a tool to make an organization, a learning organization, because if an organization learns faster, it grows faster, and is able to come up to expectations of the industry and also compete with its competitors. A major goal of performance evaluation is to assess accurately an individual's performance contribution as a basis for making rewards allocations decisions. If the performance evaluation process emphasis the wrong criteria or inaccurately appraising actual job performance employees will be over rewarded or under rewarded. The present research paper is an effort to study the application and relevance of the performance appraisal methods adopted by the software companies and also to reveal the present human resource practices in the software industry.

Performance appraisal is a process of evaluating the performance and qualification of the employees in terms of the requirements of the job for which he is employed, for purpose of administration including placement, selection for promotion providing financial rewards and other action which requires differential treatment among the member of a group as distinguished from action affecting all members equally. The methods of performance appraisal may be grouped into two broad categories of traditional and modern methods. The traditional methods lay emphasis on the rating of the individual's personality traits, such as initiative, dependability, drive, intelligence, judgments, organizational ability, etc.

(B) The modern method places more importance on the evaluation of work result-job achievements than on personality traits. Result oriented appraisals are more objective and worthwhile, especially for counting and development purpose. Every method of Performance appraisal has its own strength and weakness. Different software companies apply different methods of performance appraisal and which in turn gives sometimes shocking and sometimes wonderful results. This very research paper is a step in this regard which helps to study the application and relevance of the performance appraisal methods adopted by the software companies and also to reveal the present human resource practices in the software industry.

(C) The study under review was based on both primary and tertiary data. The primary data was collected through a standard questionnaire based on HR practices of Indian software companies. The sample size consists of four leading software companies of India i.e. TCS, Infosys, Wipro and Satyam. The companies were selected on the basis of these criteria: All four companies had manpower of more than 25,000 employees; the annual revenue of all companies exceeds 650\$mm; all companies are multinationals operating in more than 20 nations; and the selected companies combined together holds 80% of market revenue. The questionnaire has been sent to 250 employees of the selected software companies out of which the total number of respondents were 123.

(D) A data collected also included the observation method carried out in the various software companies of the sample constituted. During the collection of primary data certain information were incorporated which were not disclosed so far by the software companies. The secondary data consists of the information received from various newspaper, magazines, journals, internet, annual reports of companies and organizations.

The hypothesis tested is 'Indian software companies are adopting the latest Performance Appraisals methods'. Correlation between TCS=INFOSYS is 0.954184, TCS-WIPRO is 0.99561, TCS-SATYAM is -0.61525, INFOSYS-SATYAM is -0.4455, and WIPRO-SATYAM is -0.67939. Drawing the conclusion based on both primary and secondary data. The primary data is used to test the hypothesis. Karl Pearson Method of Co-relation method had being used.

(E) The Co-relation between TCS- Infosys, TCS-Wipro and Infosys-Wipro is zero. The Co Relation between TCS-Satyam, Infosys-Satyam and Wipro- Satyam is negative moderate. It proved that the methods used for performance appraisal are latest except in case of Satyam. It had been observed that the companies under the sample are implementing the latest HR practices. Hence hypothesis had been accepted.

Questions:

1. (A) Performance appraisal is the step where the management evaluates the effectiveness of recruitment & selection of its employees, so that the right person can be at right place.

A. Performance appraisal is the step where the management evaluates the effectiveness of recruitment & selection of its employees so that the right person can be at the right place.

B. Performance appraisal is a step where the management evaluate the effectiveness of recruitment & selection of its employees, so that the right person can be at right place.

C. Performance appraisal is a step where the management evaluates the effectiveness of recruitment & selection of its employees, so that the right person can be at the right place.

D. Performance appraisal is the step where the management evaluates the effectiveness of recruitment & selection of its employees, so that the right person can be at right place.

E. No replacement required

2. (B) The modern method places more importance on the evaluation of work result-job achievements then on personality traits.

A. The modern method places less importance in the evaluation of work result-job achievements but more on personality traits.

B. The modern method placed more importance in the evaluation of work result-job achievements then on personality traits.

C. The modern method placed less importance on the evaluation of work result-job achievements but more on personality traits.

D. The modern method places more importance in the evaluation of work result-job achievements then on personality traits.

E. No replacement required

3. (C) The study under review was based on both primary and tertiary data.

- A. The study under review was based on both primary or tertiary data.
- B. The study under review is based on both primary and tertiary data.
- C. The study under review is based on both primary and secondary data.
- D. The study under review was based on both primary and secondary data.
- E. No replacement required

4. (D) A data collected also included the observation method carried out in the various software companies of the sample constituted.

- A. The data collected also included an observation methods carried out in the various software companies of the sample constituted.
- B. The data collects also includes the observation method carried out in a various software companies of the sample constituted.
- C. The data collected also included an observation method carried out in the various software companies of the sample constituted.
- D. The data collected also includes the observation method carried out in the various software companies of the sample constituted.
- E. No replacement required

5. (E) The Co-relation between TCS- Infosys, TCS-Wipro and Infosys-Wipro is zero.

- A. The Co-relation between TCS- Infosys, TCS-Wipro and Infosys-Wipro is negative and very low.
- B. The Co-relation between TCS- Infosys, TCS-Wipro and Infosys-Wipro is positive and very high.
- C. The Co-relation between TCS- Infosys, TCS-Wipro and Infosys-Wipro is positive and very low.
- D. The Co-relation between TCS- Infosys, TCS-Wipro and Infosys-Wipro is negative and very high.
- E. No replacement required

Correct Answers:

1	2	3	4	5
A	E	C	D	B

Explanations:

1. In the given sentence, there is an unnecessary comma after the word 'employees', and the noun phrase '*right place*' in the phrase 'so that the right person can be at right place' should be preceded by an article '*the*'. Hence, the given statement or option E is incorrect and needs a correction.

Option D (statement IV) is also incorrect because of the usage of the unnecessary comma after the word 'employees'.

In the statements II and III, the article '*a*' precedes the word '*step*'. This is incorrect because the word '*step*' is further elaborated by the dependent clause 'where the management evaluate the effectiveness of recruitment & selection of its employees...'

So, options B and C are also incorrect.

The option A is correct as it is *grammatically* correct. It also conveys the correct meaning.

2. The given statement is grammatically correct and conveys a correct contextual meaning.

Statement I and III implies that the modern method places (please understand that the tense of the given sentence would be *Simple Present*, not *Simple Past*) less importance *on* (please understand, that '*on*', instead of '*in*', is the correct preposition to be used) the evaluation of work result-job achievements. This is incorrect. The tone of the sentence preceding the given highlighted sentence suggests that there is a difference in the characteristics of Traditional method and Modern method, otherwise both would be the same methods and there would not be a need to categorize the appraisal method into two *traditional method and modern method*.

Hence, the options A and C (or statements I and III) are incorrect.

Statement II is incorrect because it uses the incorrect form of verb (i.e., 'placed') for *the verb 'place'*. The correct form of verb to be used is '*places*'.

Hence, the option B is incorrect.

Statement IV is incorrect because it uses an incorrect preposition (i.e., 'in') before the phrase '*the evaluation*'. The correct preposition to be used is '*on*'.

Hence, the option D is incorrect.

So, the options A, B, C and D are incorrect, and only option E is the correct option.

3. In the given highlighted statement, the usage of 'was' is incorrect. The correct helping verb to be used is 'is'. So, the given statement is incorrect and option E is wrong. Similarly, Options A and D are also wrong.

Now, the competition for the correct option is between option B and option C. Upon reading the paragraph 4, and reading the last sentence of the paragraph 4 ('The secondary data consists of the information received from various newspaper, magazines, journals, internet, annual reports of companies and organizations.'), we find that the given study is based on Primary Data and *Secondary data*, not tertiary data.

Hence, option c is the correct answer.

4. The word 'data' is a plural noun. So, the correct article to be used before the word 'data' is 'the'. Hence, the given highlighted statement in the paragraph (4) is grammatically incorrect and the sentence needs to be replaced.

Moreover, the usage of the word '*included*' is also wrong. The usage of the word '*included*' makes the sentence having simple past tense. This would imply that the data collected used to include 'the observation method' (in the past) but isn't currently uses 'the observation method' meaning there would have been a change in the way data was collected or a change in the data collection method. But, this couldn't be inferred upon reading the whole passage.

Hence, the usage of the word '*included*' is wrong. So, Options A and C are also incorrect.

Option B (statement II) is *grammatically* incorrect because the statement II uses two verbs, i.e. '*collects*' and '*includes*' side-by-side.

Option D is both *grammatically* and *contextually* correct.

Hence, Option D is the correct answer.

5. Upon reading the second sentence, one finds that the Co-relation between TCS- Infosys, TCS-Wipro and Infosys-Wipro is positive and very high.

Hence, only *Option B* is correct while Options A, C, D and E are incorrect.



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