Sample Questions

Human Resources

1. In which of the following human resource functions is Garbage in Garbage out (GIGO) the key expression?

    a. HRP
    b. Recruitment
    c. HRIS
    d. Performance appraisal

2. You are a team leader of fresh MBA pass outs and you are adept at handling their problems, guiding them and help achieve their targets. Why would you still want to become a mentor rather than a leader?

    a. The mentor-protégé relationship gives the mentor unfiltered access to the attitude and feelings of low ranking employees.
    b. Mentorship is the buzzword in today's corporate scenario and you think it can give you a better brand rather than being called a leader.
    c. Mentoring may help in achieving long term objectives.
    d. Protégés are a powerful source of grapevine and their information can be useful in getting an edge over others.

3. Which of the following is not applicable while administering a training program?
    a. Training content
    b. Training location
    c. Training budget
    d. Assessment of training

4. Which of the following is a process where downsizing organizations help retrenched employees to get new jobs?

    a. Outplacement
    b. Loaning
    c. Work sharing
    d. Attrition
    e. Retrenchment

5. As an HR manager, how would you cope when you experience vested interests as a source of resistance to introduce changes in the organization?

    a. Support of resources.
    b. Development of skills.
    c. Fait accompli.
    d. Active support from the top.

6. Which of the following principles does not govern the compensation administration in an organization?

    a. Maintaining competitiveness in the wage market, in comparison to the other players in the industry.
    b. Matching employer's expectation.
    c. Maintaining equity in the distribution of wages and salaries.
    d. Eliminating any discrepancies in wage administration in the organization.

7. A newly formed company, created by the merger of two rival companies, needs to make sure that there is no overlapping of jobs and activities. What does the new company need to do?

    a. Job evaluation
    b. Job rotation
    c. Job analysis
    d. Job specification
    e. Job description

8. What problems will you encounter while working in a textile unit where the raw material has to pass through various stages?

    a. Problems in achieving specialization.
    b. Problem of co-ordination.
    c. Difficulty in maintaining the plant.
    d. Wastage in use of manpower.

9. While selecting candidates, how will you predict the success of a candidate through criterion-related validity test?

   a. By taking a sample that represents all the situations that could have been included.
   b. By measuring a particular trait related to successful performance on the job.
   c. By giving test to all prospective applicants where the test scores will be recorded and saved for future reference.
   d. By using employees who have left the organization, that would reveal the relationship between the test scores and their previous performance scores.

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