



Q.No	Question Content	Question Image	Category	Sub Category	Marks	Type	Difficulty	Correct	Option1	Option2	Option3	Option4
14	The presence of grievances among employees may cause:		Single Choice Questions	Single Choice Questions	2	Single Choice	Smart	All of the above	Indiscipline among them	Strain on the labour management relations	A&nbsp;decline in the employees&rsquo; performance and productivity	All of the above
15	Job Evaluation tries to make a systematic comparison between_____.		Single Choice Questions	Single Choice Questions	2	Single Choice	Smart	Jobs	Workers	Jobs	Machines	Departments
16	The purpose of _____ is to determine the relative worth of given jobs.		Glossary I	Glossary I	2	Single Choice	Brilliant	Job Evaluation	Grading	Job Analysis	Jobs	Job Evaluation
17	Job Evaluation tries to make a systematic comparison between_____ in the organisation.		Glossary I	Glossary I	2	Single Choice	Brilliant	Jobs	Grading	Job Analysis	Jobs	Job Evaluation
18	In _____ method of Job Evaluation Jobs are classified or graded in groups or levels of equal skill, difficulty, responsibility, importance and other requirements.		Glossary I	Glossary I	2	Single Choice	Brilliant	Grading	Grading	Job Analysis	Jobs	Job Evaluation
19	_____ process serves a basic foundation for doing the process of Job Evaluation.		Glossary I	Glossary I	2	Single Choice	Brilliant	Job Analysis	Grading	Job Analysis	Jobs	Job Evaluation
20	_____ is the planned introduction of new employees to their jobs, coworkers, and the organization.		Glossary II	Glossary II	2	Single Choice	Brilliant	Orientation	Halo Effect	Recency Effect	Horn Effect	Orientation
21	The individual&rsquo;s performance is completely appraised on the basis of a negative quality or feature perceived._____&nbsp;		Glossary II	Glossary II	2	Single Choice	Brilliant	Horn Effect	Halo Effect	Recency Effect	Horn Effect	Orientation
22	The individual&rsquo;s performance is completely appraised on the basis of a perceived positive quality, feature or trait._____&nbsp;		Glossary II	Glossary II	2	Single Choice	Brilliant	Halo Effect	Halo Effect	Recency Effect	Horn Effect	Orientation
23	_____ error in Performance appraisal Rating is influenced by the most recent behaviour ignoring the commonly demonstrated behaviours during the entire appraisal period.		Glossary II	Glossary II	2	Single Choice	Brilliant	Recency Effect	Halo Effect	Recency Effect	Horn Effect	Orientation
24	Recruitment is a _____ process.		Glossary III	Glossary III	2	Single Choice	Brilliant	positive	E-recruitment	reference check	internal	positive
25	_____ refers to the use of web-based technology for the various processes of recruiting and on boarding job candidates.		Glossary III	Glossary III	2	Single Choice	Brilliant	E-recruitment	E-recruitment	reference check	internal	positive
26	Size of the firm is an _____ factor affecting recruitment.		Glossary III	Glossary III	2	Single Choice	Brilliant	internal	E-recruitment	reference check	internal	positive
27	_____ is used by recruiters to get more information about a candidate by contacting his/her previous employers, schools etc.		Glossary III	Glossary III	2	Single Choice	Brilliant	reference check	E-recruitment	reference check	internal	positive
28	The main components of Job Analysis are Job description and&nbsp;_____.		Glossary IV	Glossary IV	2	Single Choice	Brilliant	Job Specification	Demand forecasting	Replacement chart	Job Specification	HRP
29	_____ is a forecasting technique used in succession planning to help companies visualise key job roles, current employees and existing and future vacancies.		Glossary IV	Glossary IV	2	Single Choice	Brilliant	Replacement chart	Demand forecasting	Replacement chart	Job Specification	HRP
30	_____ is the process by which an organisation ensures that it has the right number and kind of people, at the right place, at the right time.		Glossary IV	Glossary IV	2	Single Choice	Brilliant	HRP	Demand forecasting	Replacement chart	Job Specification	HRP
31	_____ is the process of estimating the future quantity and quality of people required.		Glossary IV	Glossary IV	2	Single Choice	Brilliant	Demand forecasting	Demand forecasting	Replacement chart	Job Specification	HRP
32	Human Resource Management is concerned with the _____ dimension in management		Glossary V	Glossary V	2	Single Choice	Brilliant	People	People	Procurement	Business Proficiencies	Welfare
33	_____ aspect deals with the working conditions and amenities.		Glossary V	Glossary V	2	Single Choice	Brilliant	Welfare	People	Procurement	Business Proficiencies	Welfare

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34	Recruitment & Selection are part of _____ _____ function of HRM.		Glossary V	Glossary V	2	Single Choice	Brilliant	Procurement	People	Procurement	Business Proficiencies	Welfare
35	The HR managers need to have _____ to perform their duties effectively in the organization.		Glossary V	Glossary V	2	Single Choice	Brilliant	Business Proficiencies	People	Procurement	Business Proficiencies	Welfare