

HR Exam Question and Answer Paper For Competitive Exam

HR Objective Type Question with Answers. Prepare Yourself with HR Objective Type question paper for various exam like PSU Exam, Banking Exam etc. Check your knowledge and preparation for various competitive exam like SAIL, NTPC, IBPS Specialist Officers, Indian Oil, HPCL etc.

Q1: Which one of the following is not a valid Wage Theory?

- A. The Just Wage Theory
- B. Subsistence Theory
- C. Standard of Living Theory
- D. Best Wage Theory

Correct Answer: D

Q2: Which one of the following would qualify to be a strategic HRM activity?

- A. Administer Wage & Salary Programmes
- B. Prepare Staffing Plans
- C. Determine the level & type of Performance that is crucial for firm's growth
- D. Use specific job skill training

Correct Answer: C

Identify which one is an added specific goal of human resource management

- a) Retraining
- b) Learning
- c) Unlearning
- d) Separating

Identify the top most goal of human resource management

- a) Legal compliance
- b) Competitive edge
- c) Work force adaptability
- d) Productivity

To achieve goals organizations require employees

- a) Control
- b) Direction
- c) Commitment
- d) Cooperation

Human resource management helps improve

- a) Production
- b) Productivity
- c) Profits
- d) Power

The amount of quality output for amount of input means

- a) Productivity
- b) Production
- c) Sales increase
- d) Increase in profits

Responding to employees and involving them in decision making is referred to as

- a) Quality of work life
- b) Autonomy
- c) Empowerment
- d) Preaction

Hr Written Test Questions And Answers

Irvin N. Gleim



Hr Written Test Questions And Answers:

A Quick Guide to Human Resource Testing Marian Power, 2004 A Quick Guide to Human Resource Testing is a quick reference guide for human resource HR practitioners who use or plan to use assessment instruments in any context It includes explanations tips case studies and suggestions to help practitioners get the most out of their HR testing Those in charge of recruiting and selecting new staff face a decision making process that needs to be responsible in its implementation and to produce a positive and wide ranging outcome The cost of a wrong selection decision has been estimated to be anywhere between one and a half times and five times the salary of the job in question Studies have shown that appropriate assessment tools enhance the chances of making good selection and recruitment decisions Testing is also important to the HR practitioner in a variety of other contexts including team building change management and ongoing organisational needs Good practice and appropriate use of tests are as vital to these areas as they are in the selection and recruitment of staff

The Study Guide for the HR Knowledge Exams Bob Delaney, Adv. Dpl., BA (Econ.), PME, Ian Turnbull, BA, MBA, 2022-11-17 THE Study Guide for the CHRP and CHRL exams in Ontario With 20 years of HR exam prep experience we have helped over 20 000 HR Professionals get certified We are Canada s original supplier of HR study guides specifically designed for the Ontario HR Certification Exams Our Study Guide has been reviewed and approved by numerous recognized Ontario institutions

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department Chapters present the basics of HR including the fundamentals of hiring performance appraisal reward systems and disciplinary systems so that any manager regardless of his or her background or functional area can approach these parts of the job with confidence The book also covers the latest developments in equal opportunity law and describes the manager s responsibilities in controlling sexual harassment and managing diverse employees including older workers and employees with disabilities Each chapter s material is firmly grounded in the current HR academic literature but the book s friendly conversational tone conveys basic principles of good practice without technical jargon Designed to make the material more accessible and personally relevant the book includes the following special features Manager s Checkpoints a series of questions that help the reader apply the material to his or her own organizational context Boxes that describe real life examples of how companies respond to HR challenges For Further Reading references to articles published in outlets that bridge the academic practitioner divide Manager s Knots presented in a question and answer format these describe typical managerial problems take the reader into some of the gray ambiguous areas of HR and suggest ways to apply the chapter material to real life managerial dilemmas

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Human Resource Management Talya Bauer,Berrin Erdogan,David Caughlin,Donald Truxillo,2023-09-04 Human resources is rapidly evolving into a data rich field but with big data comes big decisions The best companies understand how to use data to make strategic workforce decisions and gain significant competitive advantage Human Resource Management People Data and Analytics Second Edition introduces students to the fundamentals of talent management with integrated coverage of analytics in every

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Human Resource Management Seema Sanghi, 2014 Human Resource Management HRM is the most challenging and exciting area within management In the turbulent times we live in the value of the HRM function is gaining increasing importance in managing organizations Uniqueness of any organization is dependent on its human capital that brings in the differentiating results How differently organizations address the HR issues is of utmost importance This book is designed for management students across the country and line managers who have to deal with HR issues This insightful and practical book will take the readers through the concepts to applications of Human Resource Management Interspersed with examples from national and international organizations the book also brings various HR aspects from countries across the globe thus bringing in the national and international perspective to all the HR issues Along with other contemporary and traditional chapters the book includes the chapters on Establishment and Terms of Services Competency based HRM Assessment Centre Human Resources Accounting and Work life Balance and Well Being Value Adding Features Preview An opening vignette introducing the HR topic simulating the reference in context generating interest and curiosity Did You Know Has illuminations events and historical facts relating to the roots and evolution of HR Comparative Analysis Cites examples from national and multinational companies on all aspects of HRM enabling the readers to compare the problems and solutions Recent Advances Feature includes changing conditions advances in the field and emerging trends that may open up new areas or give leads for project work studies surveys and research Legal Corner A unique feature that gives insight into the national and international legal issues framework and challenges faced by the corporates on a day to day basis Skill building Activities Designed to tap readers curiosity and interest motivate and increase their eagerness to learn provide an opportunity to expand their current range of knowledge and test their skills with respect to the real world issues Case Studies Based on real situations where conceptual knowledge has to be applied to deal with various corporate challenges

101 Speed Tests for

IBPS & SBI Bank PO Exam 4th Edition Disha Experts, 2017-07-04 The thoroughly revised and updated 4th edition of 101 Speed Tests for SBI IBPS Bank PO Exam is based on the concept of TRP Test Revise and Practice It aims at improving your SPEED followed by STRIKE RATE which will eventually lead to improving your SCORE How is this product different Each test is based on small topics which are most important for the Bank PO exams Each test contains 30 MCQs on the latest pattern The whole syllabus has been divided into 5 sections which are further distributed into 91 topics In the end of each section a Sectional Test is provided In all the book contains around 3500 Quality MCQs in the form of 101 tests Solutions to each of the 101 tests are provided at the end of the book It is our strong belief that if an aspirant works hard on the cues provided through each of the tests he/she can improve his/her learning and finally the SCORE by at least 20% Human Resource Management Ronan Carbery, Christine Cross, 2018-11-10 This contemporary global and engaging textbook covers all the core HRM topics Providing a succinct overview it gives you the tools to engage your students in critical thinking and to develop their employability skills Rich in pedagogy features like HRM in the Global Business Environment and HRM and Organizational Performance prepare your students for the modern workplace Video interviews offer a practitioner perspective allowing students to relate theory to practice while HRM in the News boxes shine a light on current issues such as lawsuits against ridesharing company Uber The second edition of this popular textbook is compulsory reading for HRM courses at both undergraduate and postgraduate level Accessibly written but also offering depth and rigour it is appropriate for a wide range of courses New to this Edition Fully revised and updated learning features including two brand new features HRM and Organizational Performance and HRM in the Global Business Environment A new chapter on human resource analytics New video interviews including major multinational companies New international content brings in a global perspective

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tests Each test is based on small topics which are most important for the IBPS PO exam Each test contains around 25 50 MCQs on the latest pattern of the exam depending upon its importance for the exam The whole syllabus has been divided into 4 sections which are further distributed into 100 topics 1 Quantitative Aptitude is distributed into 32 topics 2 Reasoning is distributed into 30 topics 3 English is distributed into 14 topics 4 Professional Knowledge is distributed into 23 topics 8 topics in Agriculture 7 topics in Marketing 8 topics in IT In the end of each section a Sectional Test is provided so as to sum up the whole section So 1 sectional Test for Quantitative Aptitude Reasoning English and 1 sectional test for Agriculture Marketing and IT each Finally at the end a FULL TEST is provided so as to give the candidates the real feel of the final exam The Full Test provides 3 optional set of questions for Agriculture Marketing and IT In all the book contains 3250 Quality MCQ s in the form of 101 tests Solutions to each of the 101 tests are provided at the end of the book Separate Time Limit Maximum Marks Cut off Qualifying Score is provided for each test The book also provides a separate sheet SCORE TRACKER where you can keep a record of your scores and performance It is advised that the students should take each test very seriously and must attempt only after they have prepared that topic The General Awareness section has been updated latest Current Affairs Once taken a test the candidates must spend time in analysing their performance which will provide you the right cues to IMPROVE the concepts so as to perform better in the final examination It is our strong belief that if an aspirant works hard on the cues provided through each of the tests he she can improve his her learning and finally the SCORE by at least 20%

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