

# HR Exam Question and Answer Paper For Competitive Exam

• [February 3, 2013](#)

• [Q](#)

**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**

# Hr Written Test Questions And Answers

**Carol T. Kulik**



## **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

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Resource Planning and Recruiting MCQ Chapter 7 Interviewing candidates MCQ Chapter 8 Introduction to Human Resource Management MCQ Chapter 9 Job Analysis MCQ Chapter 10 Labor Relations and Collective Bargaining MCQ Chapter 11 Managers Role in Strategic HRM MCQ Chapter 12 Managing Global Human Resources MCQ Chapter 13 Pay for Performance and Financial Incentives MCQ Chapter 14 Performance Management and Appraisal MCQ Chapter 15 Training and Developing Employees MCQ The Benefits and Services MCQ PDF e Book Chapter 1 practice test to solve MCQ questions on Benefits picture flexible benefits programs insurance benefits and retirement benefits The Coaching Careers and Talent Management MCQ PDF e Book Chapter 2 practice test to solve MCQ questions on Talent management career development and management career management and jobs career management basics career management guide employee motivation employer life cycle career management finding jobs improving coaching skills managing career career and job managing your career and finding a job performance appraisal in HRM The Employee Testing and Selection MCQ PDF e Book Chapter 3 practice test to solve MCQ questions on Basic testing concepts how to validate a test and types of tests The Establishing Strategic Pay Plans MCQ PDF e Book Chapter 4 practice test to solve MCQ questions on Basic factors in determining pay rates calculating pay rates calculating salary rates competency based interviews competency based pay determining job pay rates determining job salary rates equity theory human resource management job classification job evaluation process piecework pricing managerial and professional jobs and ranking method The Ethics Justice and Fair Treatment MCQ PDF e Book Chapter 5 practice test to solve MCQ questions on Ethics fair treatment and managing dismissals The Human Resource Planning and Recruiting MCQ PDF e Book Chapter 6 practice test to solve MCQ questions on Human resource management planning outside sources of candidates and forecasting The Interviewing Candidates MCQ PDF e Book Chapter 7 practice test to solve MCQ questions on Basic types of interviews types of interview questions and what errors can undermine an interview usefulness The Introduction to Human Resource Management MCQ PDF e Book Chapter 8 practice test to solve MCQ questions on Human resource management high performance work systems HR managers duties managers role in HRM new approaches to organizing HR what is HRM and why it is important workforce and demographic trends The Job Analysis MCQ PDF e Book Chapter 9 practice test to solve MCQ questions on basics of job analysis job analysis in worker empowered world methods for collecting job analysis information uses of job analysis information and writing job descriptions The Labor Relations and Collective Bargaining MCQ PDF e Book Chapter 10 practice test to solve MCQ questions on Bargaining items impasses mediation and strikes labor movement and labor strikes The Managers Role in Strategic HRM MCQ PDF e Book Chapter 11 practice test to solve MCQ questions on Managers role Organizational Behavior process building high performance work system fundamentals of management planning how managers set objectives HRD scorecard developed strategic fit strategic human resource management tools types of strategies and management by objectives The Managing Global Human Resources MCQ PDF e Book Chapter 12 practice test to solve MCQ questions on

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one additional PHR one additional SPHR All practice questions include detailed answers and explanations As human resources becomes an increasingly popular field you should snatch every opportunity to give yourself an edge Updated to cover the six functional areas included in the three hour 175 question online exam Business Management Strategy Workforce Planning Employment Human Resource Development Compensation Benefits Employee Labor Relations and Risk Management Prepares readers to take an exam that replaces the 60 credit hours of continuing education that is required for recertification every three years For aspiring students and human resources professionals this For Dummies text is the ideal guide to acing the PHR SPHR Exam **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 chapter Features tied to SHRM competencies and data exercises give students hands on opportunities to practice the analytical and decision making skills they need to excel in today s job market Whether your students are future managers or future HR professionals they will learn best practices for managing talent across the lifecycle in the changing workplace This title is accompanied by a complete teaching and learning package Learning Platform Courseware Sage Vantage is an intuitive learning platform that integrates quality Sage textbook content with assignable multimedia activities and auto graded assessments to drive student engagement and ensure accountability Unparalleled in its ease of use and built for dynamic teaching and learning Vantage offers customizable LMS integration and best in class support It s a learning platform you and your students will actually love Assignable Video with Assessment Assignable video available in Sage Vantage is tied to learning objectives and curated exclusively for this text to bring concepts to life LMS Cartridge Import this title s instructor resources into your school s learning management system LMS and save time Don t use an LMS You can still access all of the same online resources for this title via the password protected Instructor Resource Site [Human Resource Management: Text & Cases, 2nd Edition](#) Pande Sharon & Basak Swapnalekha,2015 In a constantly evolving service led Indian economy human resources have become the cornerstone of an organization s success The management of human capability has become an art that has to be understood and mastered to run a successful enterprise Human Resource Management Text and Cases 2e explains the basic concepts of this discipline and presents cases that provide an insight into the challenges faced by HR professionals on a day today basis Going beyond the coverage of a traditional textbook this book focuses on applied aspects of HRM which capture the evolving challenges in the field The authors have used their extensive real world work experience in talent acquisition and human resource development and retention to provide lucid explanation of all major concepts of human resource management Replete with examples and cases this title is a complete guide for all MBA students and HR practitioners KEY

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 Body of Knowledge (HRBoK) Sandra M. Reed,2017-05-01 An essential reference for HR professionals A Guide to the HR Body  
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 examinations      **PHR and SPHR Professional in Human Resources Certification Complete Study Guide** Sandra M.  
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*Human Resources for the Non-HR Manager* Carol T. Kulik,2004-06-30 Human Resources for the Non HR Manager appeals to anyone interested in management issues The book explains why human resource issues are increasing the responsibilities of front line managers rather than the HR 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

**Introduction to Quality and Safety Education for Nurses, Second Edition**  
Patricia Kelly Vana, Beth A. Vottero, Carolyn Christie-McAuliffe, 2018-07-28 Updated to incorporate a leadership and management and interprofessional focus This second edition of Introduction to Quality and Safety Education for Nurses has been thoroughly updated with a leadership and management perspective while retaining core content that unpacks the knowledge and skills required of entry level nurses in each of the six Quality and Safety Education for Nurses QSEN domains After heart disease and cancer patient safety errors rank as the third leading cause of death in the U S As patients needs have increased in complexity and inter professional teamwork and collaboration has become essential only strong leadership skills can ensure high quality and safe care Nurses largest group of health care professionals that spend the most time with patients are uniquely suited to lead through effective management and communication in this dynamic environment With contributions from nurses physicians pharmacists librarians attorney and other health care professionals throughout the U S and beyond Introduction to Quality and Safety Education for Nurses Second Edition underscores the inter professional focus grounding health care practice today The updated edition includes five new chapters on implementing quality and safety initiatives from a leadership and management perspective and state of the art information on quality improvement Each chapter contains learning objectives opening scenarios case studies interviews critical thinking exercises key concepts clinical discussion points review activities NCLEX style questions and web resources New to the Second Edition Increased focus on leadership and management aspects of Quality and Safety Updated information from national and state health care and nursing organizations An evolving clinical case study for application of concepts throughout the text Additional patient care cases and real life examples Interviews with a myriad of health care professionals such as educators library scientists lawyers psychologists risk managers and many others Five new chapters addressing nurse leadership and management of high quality care legal and ethical aspects of quality and safety delegating patient care and setting priorities tools of quality improvement and quality improvement project management Key Features Helps nursing schools to fulfill accreditation standards for quality and safety curricula Maps the QSEN competencies for knowledge skills and attitudes KSA s for each chapter Includes objectives critical thinking exercises case studies interviews NCLEX style questions photos tables suggested readings and more in each chapter Provides instructor package with PowerPoint slides Q A answers for case study and critical thinking exercises and more Provides knowledge for Nursing Education QSEN specific courses KSAs throughout chapters

*Diploma in Human Resource Management Practice - City of London College of Economics - 12 months - 100%*

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**Ace Your SHRM Certification Exam** Charles Glover, Nancy A. Woolever, 2024-06-28 Preparing for the SHRM CP and SHRM SCP certification exams can be daunting but it doesn't have to be if you have the official SHRM study guide This concise accessible guide helps HR professionals understand the structure of both exams and equips them with the tools to succeed With 50 original practice questions expert test taking strategies tips for managing anxiety and research based study techniques this resource is designed to build confidence and sharpen performance It also includes glossaries of key terms and acronyms practical advice from test takers and curated study resources to guide your prep from start to finish Whether you're just beginning or nearing test day this guide offers everything you need to prepare with purpose and pass with confidence

**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

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**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 MCQ s 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 *IBPS-CWE Specialist Officer 101 Speed Tests - Agriculture/ Marketing/ IT* Disha Experts,2017-09-01 IBPS CWE Specialist Officer 101 Speed Tests Agriculture Marketing IT with Success Guarantee IF YOU MASTER THIS BOOK SUCCESS IS GUARANTEED IN THE UPCOMING IBPS PO EXAM Yes it s true If you can master this book you will crack the IBPS CWE Specialist Officer 101 Speed Tests Agriculture Marketing IT Exam for sure The book is the 1st and the Most Innovative Book and makes you feel comfortable Since things are well structured and executed It gives you a proper channel for preparing and guiding you to do things as per these 101 TESTS It contains all the IMPORTANT CONCEPTS which are required to crack this exam The concepts are covered in the form of 101 SPEED TESTS No matter where you PREPARE from a coaching or any textbook Guide 101 SPEED

TESTS provides you the right ASSESSMENT on each topic Your performance provides you the right cues to IMPROVE your concepts so as to perform better in the final examination It is to be noted here that these are not mere tests but act as a checklist of student s learning and ability to apply concepts to different problems The book 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 1st unique product with 101 speed 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% *101 Speed Tests for IBPS & SBI Bank PO New Pattern Exam 5th Edition* Disha Experts,2018-11-19 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 MCQ s 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%

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## **Hr Written Test Questions And Answers Introduction**

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