

MCQ

Human Resource Management

Chapter: *Nature and scope, Human Resource Planning and Recruitment and Selection.*

1. Human Capital refers to-

- a. education of firm workers.
- b. training of firm's workers.
- c. skills and expertise of firm workers.
- d. only a & b
- e. only b & c
- f. All

2. The scope of human resource management not includes-

- a. compensation
- b. procurement.
- c. development
- d. controlling

3. Which of the following is not the function of HRM-

- a. Training and development
- b. informal relationship
- c. orientation
- d. job analysis and design

4. Which of the following is the operative function of HR managers?

- a. planning
- b. procurement
- c. organizing
- d. controlling

5. Which of the forecasting technique is the fastest?

- a. work study technique
- b. flow models
- c. ratio trend analysis
- d. HR demand forecast.

6. Choose the correct option, where human Resource information system can be used.

- a. succession planning
- b. Retirement.
- c. designing jobs
- d. inducting new hires

7. Which of the below mention option is not a retention plan.

- a. Performance appraisal
- b. compensation plan.
- c. induction crisis
- d. voluntary retirement scheme

8. Which is the least expensive method for recruitments?

- a. walk-ins, write-ins, and talk-ins
- b. campus placements
- c. employment exchanges.
- d. consultants

9. Which of these is an alternative to recruitment?

- a. employee leasing
- b. contractors
- c. trade associations
- d. None of the above

10. Which of these is the most important external factor governing recruitments?

- a. sons of soil
- b. labour market
- c. unemployment rate
- d. supply and demand

Answers: 1) f, 2)d , 3)b, 4)b, 5)c, 6)a, 7)d, 8)a, 9)a, 10)d

Prepared by-Snehanshu Basu (Dept. of management)