



Credit Based Fourth Semester B.A./B.Sc. Degree Examination,  
BASIDI 251 April/May 2017  
BSCIDI 251 Interdisciplinary Course  
HUMAN RESOURCE DEVELOPMENT STUDIES

Max. Marks : 80

**Note :** Answer **all** the questions. **Each** question carries **one** mark.

1. The terms like Personnel, Staff, Employees etc. are now commonly referred as
  - a) Knowledge
  - b) Development
  - c) Human Resources
  - d) Skill
2. Human capital comprises emotional, social and \_\_\_\_\_ capitals.
  - a) Intellectual
  - b) Economic
  - c) Share
  - d) Commercial
3. Who coined the word scientific management ?
  - a) Elton Mayo
  - b) Peter Drucker
  - c) Henry Ford
  - d) F.W. Taylor
4. \_\_\_\_\_ learning is more effective and goal oriented.
  - a) Self directed
  - b) Conditional
  - c) Forced
  - d) Imposed
5. Functions of Human Resource Management are of two types, managerial and
  - a) Selection
  - b) Administrative
  - c) Operative
  - d) Separation
6. Active learning from experience is referred to as
  - a) Development
  - b) Change
  - c) Intelligence
  - d) Qualification
7. Another name of 'Moonlighting' is
  - a) Twin works
  - b) Over time work
  - c) Additional work
  - d) None
8. HRD philosophy emphasises human well being and
  - a) Organizational growth
  - b) Board of Directors remuneration
  - c) Employees salary
  - d) Tax payment
9. \_\_\_\_\_ is also the role of the HRD manager.
  - a) Facilitator
  - b) Steward
  - c) House keeper
  - d) Accountant

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10. Training and HRD are one and the same.  
a) True                      b) False                      c) Unrelated                      d) Absurd
11. HRD begins with  
a) Planning                      b) Selection  
c) Training and Development                      d) Evaluation
12. \_\_\_\_\_ is not a HRD function.  
a) Budgeting                      b) Career planning  
c) Succession planning                      d) Executive development
13. Parent Country Nationals are selected for key management job is an example for  
a) Ethnocentric approach                      b) Polycentric approach  
c) Geo-centric approach                      d) Universal approach
14. Employee selection and promotion process is called as  
a) Staffing                      b) Directing                      c) Planning                      d) Organizing
15. "Psychology and Industrial Efficiency" book is written by  
a) Elton Mayo                      b) Nadler  
c) Hugo Mansterberg                      d) Taylor
16. Organizational analysis is the part of  
a) HR Audit                      b) HR Budgeting  
c) HR Accounting                      d) HR Planning
17. Executive selection is based on  
a) Group discussion                      b) Depth interview  
c) Written test                      d) Demonstration
18. Human Resource Planning is essential for  
a) Training                      b) Recruitment and selection  
c) Collective bargaining                      d) Employee counselling
19. Golden handshake is referred for  
a) Compulsory retirement                      b) Termination  
c) Voluntary retirement                      d) Lay off
20. Delphi technique is employed in Human Resource forecasting.  
a) True                      b) False                      c) Unrelated                      d) Absurd



21. Process of searching for prospective employees is called as  
a) Recruitment      b) Selection      c) Induction      d) Orientation
22. HRP means  
a) Human Resource Planning      b) Human Resource Production  
c) Human Resource Procurement      d) Human Resource Property
23.  $\frac{\text{Mental age}}{\text{Actual age}} \times 100 =$   
a) E.Q.      b) M.Q.      c) I.Q.      d) A.Q.
24. The various sources of recruitment are classified into  
a) Formal and Informal      b) Internal and External  
c) General and Special      d) Similar and Different
25. There are broadly \_\_\_\_\_ types of selection tests.  
a) Three      b) Four      c) Two      d) Five
26. Biographical information is found on  
a) Bio-data      b) Address book  
c) Blue book      d) None of the above
27. The functional description of the contents of the job is called  
a) Job analysis      b) Job description  
c) Job upgradation      d) Job employment
28. Executive selection is based on  
a) Group discussion      b) Depth Interviews  
c) Written test      d) Demonstration
29. ABC consultants is an example for  
a) Employment agency      b) Employment exchange  
c) Training institute      d) Development agency
30. Shifting of an employee from one job to another without any change in status and responsibility is known as  
a) Demotion      b) Promotion  
c) Transfer      d) Termination





31. Management Aptitude Test (MAT) is an example for  
a) Personality test                      b) Ability test  
c) Degree awarding test                d) Diploma awarding test
32. Purposeful exchange of ideas, the answering of question and communication between two or more people is called as  
a) Interview                                b) Group discussion  
c) Enquiry                                  d) Proceedings
33. The Hawthorne studies was conducted by  
a) Henry Ford                  b) Elton Mayo          c) Bill Gates          d) Marctain
34. The Chairman of Royal Commission on Labour was  
a) V. V. Giri                                b) J. H. Whitely  
c) Mount Batten                            d) Lord Curzon
35. HRM begins with HR planning. This statement is  
a) True                      b) False                  c) Partially true      d) None
36. Who used the term "Human Capital" to represent human resources ?  
a) Leonard Nadler                        b) Sumanth Ghoshal  
c) Juscious Michael                       d) Flippo
37. Workers are human beings having feelings, attitudes and needs are the part of \_\_\_\_\_ to HRM.  
a) Organisational approach                b) Contingency approach  
c) Human relation approach                d) Technological approach
38. Employee selection and promotion process is called  
a) Staffing                  b) Directing              c) Planning              d) Organising
39. Assigning specific task and responsibility of the job to the selected candidate is called as  
a) Placement              b) Selection              c) Introduction          d) Induction
40. Proper placement of an employee reduces  
a) Turnover                                    b) Absenteeism  
c) Dissatisfaction                             d) (a), (b), (c)

41. To rectify the wrong selection and placement \_\_\_\_\_ transfer is made.  
a) Versatility      b) Shift      c) Remedial      d) Production
42. Fringe benefits are  
a) Subsidised food      b) Medical aid      c) Both (a) and (b)      d) None
43. One's willingness to exert efforts towards the accomplishment of one's goal is referred as  
a) Motivation      b) Desire      c) Love for goal      d) None
44. Organisational development is a complex educational strategy designed to increase organisational effectiveness and wealth is given by  
a) Beach      b) Bennis      c) Flippo      d) Nadler
45. Need hierarchy theory was developed by  
a) Maslow      b) Herzberg      c) Drucker      d) Follet
46. Methods of performance appraisal are  
a) Formal, Informal      b) General, Special  
c) Internal, External      d) Traditional, Modern
47. Motivate Hygiene (Two factor) theory was developed by  
a) Maslow      b) Herzberg      c) Drucker      d) Follet
48. Training needs are also ascertained through the performance appraisal.  
a) True      b) False      c) Not related      d) Absurd
49. What is the full form of ERG ?  
a) Existence Relatedness and Growth      b) Energy Resource and Growth  
c) Energy Resource Governance      d) Enterprise Research Growth
50. \_\_\_\_\_ is the traditional method.  
a) 360° appraisal      b) M.B.O.  
c) Confidential Report      d) None
51. \_\_\_\_\_ leader functions through the exercise of power.  
a) Autocratic      b) Democratic      c) Situational      d) None of these



52. Full form of M.B.O. is
- a) Management By Objective
  - b) Management By Online testing
  - c) Management Based Output
  - d) None
53. According to Vroom,  $Motivation = Expectancy \times Valence \times$
- a) Feelings
  - b) Satisfaction
  - c) Recognition
  - d) Instrumentality
54. Ranking method, Paired compensation method are the examples of
- a) Modern method
  - b) Traditional method
  - c) Both
  - d) None
55. In \_\_\_\_\_ Trade Union Act was enacted.
- a) 1926
  - b) 1912
  - c) 1914
  - d) 1936
56. Forced distribution method of performance appraisal is suitable for managing critical situations
- a) Critical incident method
  - b) Check list method
  - c) Graphic rating scale
  - d) Field service method
57. Interchange of information, thoughts, facts to achieve a purpose is called
- a) Communication
  - b) Promotion
  - c) Exchange
  - d) None
58. Training and Development increases
- a) Job satisfaction
  - b) Quality of work life
  - c) Career development
  - d) All (a), (b), (c)
59. According to \_\_\_\_\_ discipline may be considered as a force that prompts individuals or group to deserve the rules, regulations and procedures.
- a) Ordway Tead
  - b) Dale S. Beach
  - c) Dr. William
  - d) Richard D. Calhoon
60. The overall state of groups, emotional health, involvement and enthusiasm is called
- a) Discipline
  - b) Attitude
  - c) Morale
  - d) Satisfaction





61. Attitude is classified as  
a) Internal, external                      b) Formal, informal  
c) Positive, negative                      d) None
62. Management is said to be an agent of change.  
a) True                      b) False                      c) None                      d) Absurd
63. \_\_\_\_\_ is a complex educational strategy to change the attitudes, values and beliefs of people to adapt to change.  
a) Organisational development                      b) Continuous development  
c) Block development                      d) None
64. The final step in the O.D. process is  
a) Controlled organisation                      b) Evaluation  
c) Democratic organisation                      d) None
65. Theory X is branded as  
a) Negative                      b) Positive                      c) Absurd                      d) None
66. A grid O. D. programme has \_\_\_\_\_ phases.  
a) One                      b) Two                      c) Three                      d) Six
67. Time and motion study are the part of  
a) Scientific Management                      b) Economic Management  
c) Business Management                      d) Academic Management
68. Ultimately selection decisions are passed on  
a) Personal judgement                      b) Performance issues  
c) Turnover potentials                      d) HR plans
69. Sensitivity training is also called as  
a) T Group                      b) X Group                      c) Z Group                      d) Y Group
70. Managerial grid is based on the work of  
a) Blake and Mountain                      b) F. W. Taylor  
c) Wordsworth                      d) White Head
71. Memo is an example for \_\_\_\_\_ communication.  
a) Oral                      b) Written                      c) Non verbal                      d) None