

UNIVERSITY OF MUMBAI

MCQ QUESTION BANK

Course Code	Human Resource	Name of Teacher:	Dr. Sameer Nanivadekar
Class:	B.E	Institute :	A. P. Shah Institute of Technology
Semester:	VIII	Contact hours assigned to	39 Hrs

Hard	25%
Medium	25%
Easy	50%

Module No	Weightage in Hrs	Q=QUESTION	Question_description	Question_explanation	Question_type	Question_difficulty
		A=ANSWER	Answer_description	Answer_explanation	Answer_isright	Answer_position
1 TO 6	39	1	Human resource implication of technological change leads to		M	1
		A	Greater inefficiency and deficiency of Human resources		0	1
		A	Low output and discomfort of Human resources		0	2
		A	Greater efficiency and effectiveness of Human resources		1	3
		A	Low input and increase of Human resources		0	4
		2	Technology development in HR management		M	1
		A	leads to innovation process within the business		1	1
		A	leads to unrest among employees within the business		0	2
		A	leads to infighting within the business		0	3

		A	leads to profit sharing process within the business		0	4
		3	HR and Line Managers primary interest		H	1
		A	Losses in business		0	1
		A	Success in business		1	2
		A	In efficiency in business		0	3
		A	Increase in business		0	4
		4	HRM in any company has become specialised		E	1
		A	Maximise output and satisfaction of employees		1	1
		A	Maximise dispute in employees		0	2
		A	Minimise output and satisfaction of employees		0	3
		A	Maximise dissatisfaction in employees		0	4
		5	HRM Policy guides organization to		E	1
		A	employment for all candidates		0	1
		A	Employment for all recommended candidates		0	2
		A	Equal employment for all reserved candidates		1	3
		A	Un Equal employment for all candidates		0	4
		6	Finding ways to reduceis a responsibility of Management		E	1
		A	production		0	1
		A	sales		0	2
		A	uncertainty		1	3
		A	profit		0	4
		7	Biggest Challenge of an HR manager		M	1
		A	Managing Union		0	1
		A	Managing People		1	2
		A	Managing accounts		0	3
		A	Managing production		0	4

	8	HR Managers-----administrative functions of an Organization		E	1
	A	Plan,Spoil and Coordinate		0	1
	A	Dispute,Direct and create in efficiency in		0	2
	A	No Plan,No Direction and Coordinate		0	3
	A	Plan,Direct and Coordinate		1	4
	9	One Core area of HR specialization		E	1
	A	recruiting and training		1	1
	A	to bring controversy		0	2
	A	to shut down		0	3
	A	termination and sports training		0	4
	10	Elements of HR Success		E	1
	A	Unrest and strike		0	1
	A	Loss making and Unrest		0	2
	A	Knowledge and Behaviour		1	3
	A	Easy go and givin holidays		0	4
	Q 11	Which level of Maslow's Theory takes care for hunger and thirst ?		M	1
	A	Physiological Needs		1	1
	A	Safety Needs		0	2
	A	Social Needs		0	3
	A	Self-Actualisation		0	4
	Q12	Which level of Maslow's Theory takes care for Security and Protection?		M	1
	A	Physiological Needs		0	1
	A	Safety Needs		1	2
	A	Social Needs		0	3
	A	Self-Actualisation		0	4
	Q 13	Which level of Maslow's Theory takes care for Sense of belonging?		M	1
	A	Physiological Needs		0	1
	A	Safety Needs		0	2
	A	Social Needs		1	3

	A	Self-Actualisation		0	4
	Q 14	Which level of Maslow's Theory takes care for respect and valued by others?		M	1
	A	Physiological Needs		0	1
	A	Safety Needs		0	2
	A	Social Needs		0	3
	A	Esteem Needs		1	4
	Q 15	Which level of Maslow's Theory takes care for self-fulfilment?		D	1
	A	Physiological Needs		0	1
	A	Safety Needs		0	2
	A	Social Needs		0	3
	A	Self-Actualisation		1	4
	Q 16	What is the limitation of Maslow's Theory ?		D	1
	A	Lack of empirical data/evidence		1	1
	A	Success of theory		0	2
	A	Failure of theory		0	3
	A	Non-linear in nature		0	4
	Q 17	Which theory of motivation is proposed by McGregor		D	1
	A	ERG Theory		0	1
	A	X and Y Theory		1	2
	A	Hierarchy of Needs		0	3
	A	Seven Habits		0	4
	Q 18	Which one of the factors is included in X Theory?		E	1
	A	Employee Avoid the work		1	1
	A	Appreciate the work		0	2
	A	Very Ambitious		0	3
	A	No Supervision Required		0	4
	Q 19	Which one of the factors is included in Y Theory?		E	1

	A	Work Voluntary		1	1
	A	Non appreciative of work		0	2
	A	Non-Ambitious		0	3
	A	Supervision Required		0	4
	Q19	Based on X theory Following type of Organization structure is preferred.		E	1
	A	Distributed		0	1
	A	Free Structure		0	2
	A	Centralized Structure		1	3
	A	Hybrid Structure		0	4
	Q 20	It is important to check on the trainees during their practice because ____		M	1
	A	They are taking too much time		0	1
	A	to prevent mistakes		1	2
	A	Firing trainees		0	3
	A	Otherwise it will give bad impresion		0	4
	Q 12	A leader must ____		M	1
	A	always lead with the objectives in mind.		1	1
	A	always make decisions that are popular to his people.		0	2
	A	remove those who do not support his ideas		0	3
	A	find the mistakes of emplyees		0	4
	Q 13	A leader is _____ for both the successes and failures of his or her team		M	1
	A	Responcible		1	1
	A	Not responcible		0	2
	A	Sometimes responcible		0	3
	A	Only the one who is responcible		0	4
	Q 14	If employees see their leader pointing fingers and blaming others, ____		M	1
	A	they should resign		0	1
	A	they will fear		0	2

	A	they will lose respect for leader		1	3
	A	they will laugh at others		0	4
	Q 15	To overcome mishaps and last minute changes, _____		M	1
	A	Leaders must be strict		0	1
	A	Leaders must be flexible		1	2
	A	Leaders must be rigid		0	3
	A	Leaders must be arrogant		0	4
	Q 16	A process of enhancing feelings of self-efficacy among organizational members is _____		M	1
	A	Outsourcing		0	1
	A	Negotiation		0	2
	A	Grouping		0	3
	A	Empowerment		1	4
	Q 17	Which of the following is an environmental force that shapes leadership?		M	1
	A	Gender		0	1
	A	Height		0	2
	A	Experience		1	3
	A	Brain size		0	4
	Q 18	In which of the following organizations is the power more likely to be evident?		M	1
	A	telecommunication business		0	1
	A	religious organization		1	2
	A	service organization		0	3
	A	baseball team		0	4
	Q 19	Employees will _____		M	1
	A	only trust leaders they respect		1	1
	A	only trust leaders they fear		0	2
	A	only trust leaders who are elder		0	3

	A	only trust leaders who are of same gender		0	4
	Q 20	Leaders should make _____ satisfied.		M	1
	A	Employees		1	1
	A	Political leaders		0	2
	A	Their family members		0	3
	A	Landlords		0	4
	Q 21	Which of those is the benefit of needs assesment			1
	A	Assesment makes training department more accountable		1	1
	A	Higher trainin costs		0	2
	A	Loss of Business		0	3
	A	Increased overtime working		0	4
	Q 22	Training done in guidance of Instructor on one place and having trainees at different locations is classified as		E	1
	A	Tactic training		0	1
	A	Distance learning		1	2
	A	Classroom training		0	3
	A	E-training		0	4
	Q 23	The apprentice training,internship are types of		M	1
	A	Cooperative training		1	1
	A	Classroom training		0	2
	A	Conference training		0	3
	A	Distance training		0	4
	Q 24	Benefits of training evaluation are all except		H	1
	A	Feedback of the trainer		1	1
	A	Creates ap between employee and organization		0	2
	A	Check costs		0	3

	A	Check accountability		0	4
	Q 25	What are the three main activities involved in the process of Training		E	1
	A	Eating,time pass and entertainment		0	1
	A	Time pass,performing and learning		0	2
	A	Training,performing and learning		1	3
	A	Eating,killing time and entertainment		0	4
	Q 26	Training method refers		E	1
	A	To reduce knowledge and skills of employee		0	1
	A	To reduce reading and eating habit of employee		0	2
	A	To reduce strength and eating habit of employee		0	3
	A	To improve knowledge and skills of employee		1	4
	Q 27	One of the best method of employee training method is		M	1
	A	Reading manuals		0	1
	A	Instructor led training		1	2
	A	Observing work		0	3
	A	Time pass		0	4
	Q 28	The.....is a proven method for training		M	1
	A	Case study analysis		1	1
	A	Visiting departments		0	2
	A	Sports		0	3
	A	Recreation		0	4
	Q 29	LMS stands for		H	1
	A	Learning Management System		1	1
	A	Living Method System		0	2
	A	LoveMotivation System		0	3
	A	Like Minded Service		0	4

		Q 30	List two main factors that decide training method		E	1
		A	Skills and perks		0	1
		A	Goals and Tools		1	2
		A	Job and perks		0	3
		A	Job and salary		0	4
		Q 31	which one of the factors defines the culture of the organization		M	1
		A	Leadership of the organization		1	1
		A	No culture		0	2
		A	Change in Management		0	3
		A	No communication		0	4
		Q 32	Culture as liability can have impact on following:		M	1
		A	Cash Flow		0	1
		A	Reputation		0	2
		A	Barrier to Change		1	3
		A	Customers		0	4
		Q 33	which one of the factors is influence the organization culture.		M	1
		A	Cash Flow		0	1
		A	Outcome orientation		1	2
		A	Turnover		0	3
		A	Profit		0	4
		Q 34	Organization culture could be -----and liability.		M	1
		A	Asset		1	1
		A	Liability		0	2
		A	Turnover		0	3
		A	Profit :		0	4
		Q 35	----- Conditions can have impact on Organization culture.		D	1
		A	Economy		1	1

		A	Reputation		0	2
		A	Barrier to Change		0	3
		A	Customers		0	4
		Q 36	----- regarding job security, reward system, et conditions can have impact on Organization culture.		D	1
		A	Reputation		0	1
		A	Barrier to Change		0	2
		A	Customers		0	3
		A	Organizing Policy		1	4
		Q 37	----- is the product of philosophy and practices of prominent people in organization.		D	1
		A	Leadership Style		1	1
		A	Barrier to Change		0	2
		A	Customers		0	3
		A	Organizing Policy		0	4
		Q 38	----- of members plays a major role in influencing organization culture.		E	1
		A	Characteristics of members		1	1
		A	Barrier to Change		0	2
		A	Customers		0	3
		A	Organizing Policy		0	4
		Q 39	----- is common perception held by the organization's members.		E	1
		A	Barrier to Change		0	1
		A	Customers		0	2
		A	Organizing Policy		0	3
		A	Organization Culture		1	4

		Q 40	Organization Culture is a set of shared.....,understanding, assumptions, that controls the behaviour of organizational members		E	1
		A	Vision		0	1
		A	Mission		0	2
		A	Values		1	3
		A	Practices		0	4
		Q 41	Of human resource management excludes		E	1
		A	A. Motivation		0	1
		A	B. Selling		1	2
		A	C. Rewards and compensation		0	3
		A	D. Recruitment		0	4
		Q 42	The main functions of human resource management are		M	1
		A	A. Attract and require		0	1
		A	B. Train and develop		0	2
		A	C. Reward		0	3
		A	D. all of the above		1	4
		Q 43	These are components of a Human Resource Management System EXCEPT...		M	1
		A	A. Recruitment and selection		0	1
		A	B. Labor Relations		0	2
		A	C. Informal Appraisals		1	3
		A	D. Pay and Benefits		0	4
		Q 44	HUMAN RESOURCE MANAGEMENT IS ____ FUNCTION		M	1
		A	A. PRODUCTION		0	1
		A	B. MANAGERIAL		1	2
		A	C. OPERATIONAL		0	3
		A	D. CONDITIONAL		0	4

		Q 45	HUMAN RESOURCE MANAGEMENT IS _____ APPROACH		M	1
		A	A. OPERATIONAL		0	1
		A	B. MATHEMATICAL		0	2
		A	C. SOCIAL		0	3
		A	D. SCIENTIFIC		1	4
		Q 46	Which is not a purpose or role of Human Resource Management?		E	1
		A	A. Employee morale and welfare		0	1
		A	B. Recruitment and selection		0	2
		A	C. Supervision and mentorship		1	3
		A	D. Workforce planning		0	4
		Q 47	Human Resource approaches include....		M	1
		A	A. McGregor's Theory X and Theory Y		1	1
		A	B. Bureaucracy:		0	2
		A	C. Evidence-based management		0	3
		A	D. Total quality management		0	4
		Q 48	Human resource department is defined as...		M	1
		A	A. AOMR - looks after payments, credit, P&L and balance sheets.		0	1
		A	B. AOMR - recruitment, training, appraisal and dismissal		1	2
		A	C. AOMR - market share, customer relations, selling to clients.		0	3
		A	D. AOMR - computers, ICT and website development.		0	4
		Q 49	Why is the Human Resource Management Department needed in business organizations?		M	1
		A	A. A centralized component of a business necessary for success		0	1

		A	B. Build upon the corporate culture of a business		0	2
		A	C. Staff development and performance		0	3
		A	D. All the above		1	4
		Q 50	HUMAN RESOURCE PLANNING IS CHOOSING THE _____		M	1
		A	A. RIGHT PRODUCT		0	1
		A	B. RIGHT PERSON		1	2
		A	C. RIGHT PRODUCERS		0	3
		A	D. RIGHT HUMAN BEHAVIOUR		0	4
		Q 51	Which of the following is not part of the strategic human resource management process?		E	1
		A	A. Plan human resources needed		0	1
		A	B. Negotiate employment contract.		1	2
		A	C. Establish grand strategy.		0	3
		A	D. Orient, train and develop		0	4
		Q 52	Which one is the second step in the human resources management process ?		M	1
		A	A. planning		0	1
		A	B. observe		0	2
		A	C. skill		0	3
		A	D. recruitment and selection		1	4
		Q 53	Which of the following activities in Human Resources Management is closet Talent Acquisition?		E	1
		A	A. Headhunting		0	1
		A	B. Recruiting		1	2
		A	C. Executive Search		0	3
		A	D. Employee and Labor Relations		0	4
		Q 54	Maslow's theory of human needs are...		M	1
		A	A. Social-Esteem-Self-actualization		0	1

		A	B. Physiological –Safety –Social –Esteem –Self-actualization		1	2
		A	C. Physiological–Safety		0	3
		A	D. Safety–Social–Esteem		0	4
		Q 55	Total quality management is...		M	1
		A	A. using math to achieve success		0	1
		A	B. using information technology to achieve success		1	2
		A	C. using other people to achieve success		0	3
		A	D. using your brain to achieve success		0	4
		Q 56	In management by objectives, goals _____.		M	1
		A	A. must be easily accomplished		0	1
		A	B. are developed by employees		0	2
		A	C. are determined by top management		0	3
		A	D. are jointly determined by employees and managers		1	4
		Q 57	Maslow’s theory of human needs include...		E	1
		A	A. Responsibility		0	1
		A	B. Self-actualization		1	2
		A	C. self-management		0	3
		A	D. empowerment		0	4
		Q 58	Summarise Motivation.		E	1
		A	A. Encourage staff to make money		0	1
		A	B. Encourage others to do their worst		0	2
		A	C. Is when you want to do your best at work		1	3
		A	D. Getting paid		0	4
		Q 59	Motivation is all about ...		E	1

	A	A. attitude		0	1
	A	B. everyone around you		0	2
	A	C. inspiration		0	3
	A	D. the reason why		1	4
	Q 60	What does the motivation determine?		E	1
	A	A. Who the character is		0	1
	A	B. Good looks		0	2
	A	C. What risks the character might take		0	3
	A	D. Objectives		1	4
	Q 61	What is motivation?		M	1
	A	A. The general desire of someone to do something.		1	1
	A	B. To be stimulated to do something, especially creative.		0	2
	A	C. The ability to assess and initiate things independently		0	3
	A	D. Non of the above		0	4
	Q 62	What is Self-Motivation?		E	1
	A	A. How an individual views life		0	1
	A	B. How and individual recognizes and understands concepts		0	2
	A	C. How an individual continues their drive		1	3
	A	D. How an individual monitors others outside there self		0	4
	Q 63	Motivation is important to managers because...		M	1
	A	A. It contributes significantly to high performance.		1	1
	A	B. It explains the difference between attitudes and personality.		0	2
	A	C. It explains the differences in perception.		0	3

	A	D. Employees cannot use it effectively.		0	4
	Q 64	What is long term motivation?		E	1
	A	A. having a long term goal		1	1
	A	B. being bribed for a long amount of time		0	2
	A	C. being bribed for a short amount of time		0	3
	A	D. having a short term goal		0	4
	Q 65	HRD in Forging-Industry is an example of		M	1
	A	HRD in management		0	1
	A	HRD in planning department		0	2
	A	HRD in service sector		0	3
	A	HRD in manufacturing sector		1	4
	Q 66	HRD in Software-Industry is an example of		M	1
	A	HRD in management		0	1
	A	HRD in planning department		0	2
	A	HRD in service sector		1	3
	A	HRD in manufacturing sector		0	4
	Q 67	Leadership =		M	1
	A	A. Disrespect		0	1
	A	B. Service		1	2
	A	C. Friendship		0	3
	A	D. Non of the above		0	4
	Q 68	Leadership requires....?		M	1
	A	A. Management skills		0	1
	A	B. Problem-solving skills		0	2
	A	C. Communication skills		0	3
	A	D. All of the above		1	4
	Q 69	What is Leadership?		M	1
	A	A. The ability to boss people around to get your objective done		0	1

		A	B. the ability to do everything yourself and not need help		0	2
		A	C. The ability to influence people to work toward a vision/goal		1	3
		A	D. Non of the above		0	4
		Q 70	What is Leadership?		M	1
		A	A. The ability to boss people around to get your objective done		0	1
		A	B. the ability to do everything yourself and not need help		0	2
		A	C. The ability to influence people to work toward a vision/goal		1	3
		A	D. I'm going to command whatever I want		0	4
		Q 71	HRD in Pharma-Industry is an example of		M	1
		A	HRD in management		0	1
		A	HRD in planning department		0	2
		A	HRD in service sector		0	3
		A	HRD in manufacturing sector		1	4
		Q 72	HRD in Medical College is an example of		M	1
		A	HRD in management		0	1
		A	HRD in planning department		0	2
		A	HRD in service sector		1	3
		A	HRD in manufacturing sector		0	4
		Q 73	What is core leadership competencies?		M	1
		A	A. team work		1	1
		A	B. interpersonal management		0	2
		A	C. what		0	3
		A	D. none of the above		0	4
		Q 74	Which one is NOT a leadership trait...?		M	1
		A	A. All of the above		1	1
		A	B. Leaking info.		0	2
		A	C. Attitude		0	3

	A	D. Not listening		0	4
	Q 75	Individuals with the Criminal Personality are?		M	1
	A	A. Easily Conditioned		0	1
	A	B. Introverted		0	2
	A	C. Unfeeling		1	3
	A	D. Pessimistic		0	4
	Q 76	Can you have more than 1 personality?		M	1
	A	A. absolutely not,		0	1
	A	B. only in split the movie		0	2
	A	C. yes		1	3
	A	D. I don't know		0	4
	Q 77	Personality is best defined as		M	1
	A	A. cultural factors that make a person		0	1
	A	B. psychological characteristics that make a person unique		1	2
	A	C. ways a person expresses themselves		0	3
	A	D. A method that helps others to best understand an individual.		0	4
	Q 78	Which personality is 'out-going'?		E	1
	A	A. Stable		0	1
	A	B. Introvert		0	2
	A	C. Neurotic		0	3
	A	D. Extrovert		1	4
	Q 79	One feature of our personality is....		E	1
	A	A. our ability to adapt to situations		1	1
	A	B. our ability to enter flight/flight mode automatically		0	2
	A	C. our ability to shut off when threatened		0	3
	A	D. our ability to not take action against decisions we make		0	4

		Q 80	The purpose for personality assessment is		E	1
		A	A. to identify strengths and weakness of an individual		0	1
		A	B. clinical diagnosis and case conceptualization		0	2
		A	C. treatment planning		0	3
		A	D. all of the above		1	4
		Q 81	A personality trait of a Neurotic Introvert is?		M	1
		A	A. Aggressive		0	1
		A	B. Touchy		0	2
		A	C. All		0	3
		A	D. Pessimistic		1	4
		Q 82	Which personality type is the most logical?		M	1
		A	A. Type A		0	1
		A	B. Extrovert		0	2
		A	C. Stable		1	3
		A	D. Introvert		0	4
		Q 83	Who fathered the Psychoanalytic theory of personality?		M	1
		A	A. Jean Piaget		0	1
		A	B. Sigmund Freud		1	2
		A	C. Stanley Milgram		0	3
		A	D. Harry Harlow		0	4
		Q 84	What are the 4 major theories of personality?		M	1
		A	A. Behavioural , biological , trait , and humanistic		0	1
		A	B. Psychoanalytic, humanistic, trait, and biological		0	2

	A	C. Psychoanalytic, humanistic, trait, and socio cognitive		1	3
	A	D. Psychoanalytic, biological , socio cognitive ,and trait		0	4
	Q 85	What is the most common personality type?		M	1
	A	A. average		1	1
	A	B. reserved		0	2
	A	C. role-models		0	3
	A	D. self-centred		0	4
	Q 86	Departmentation is a process where		E	1
	A	A. Tasks are grouped into jobs		0	1
	A	B. Jobs are grouped into effective work groups		0	2
	A	C. Work groups are grouped into identifiable segments		0	3
	A	D. All of the above		1	4
	Q 87	Departmentation leads to grouping of		M	1
	A	A. Activities		0	1
	A	B. Personnel		0	2
	A	C. Both 'A' and 'B'		1	3
	A	D. None of the above		0	4
	Q 88	The department can be created		M	1
	A	A. By function		0	1
	A	B. By product		0	2
	A	C. By process		0	3
	A	D. All of the above		1	4
	Q 89	In hospitals, the following type of departmentation is common		M	1
	A	A. By function		1	1
	A	B. By committee		0	2
	A	C. By geographical region		0	3
	A	D. All of the above		0	4

		Q 90	In line organisation, the business activities are divided into following three types		M	1
		A	A. Accounts, Production, Sales		1	1
		A	B. Production, Quality, Sales		0	2
		A	C. Production, Quality, Maintenance		0	3
		A	D. Production, Maintenance, Sales		0	4
		Q91	HRD in Railways is an example of		M	1
		A	HRD in management		0	1
		A	HRD in planning department		0	2
		A	HRD in service sector		1	3
		A	HRD in organizing department		0	4
		Q 92	HRD in Airways is an example of		M	1
		A	HRD in management		0	1
		A	HRD in planning department		0	2
		A	HRD in service sector		1	3
		A	HRD in organizing department		0	4
		Q 93	HRD in College is an example of		M	1
		A	HRD in management		0	1
		A	HRD in service sector		1	2
		A	HRD in planning department		0	3
		A	HRD in organizing department		0	4
		Q 94	HRD in Post Office is an example of		M	1
		A	HRD in management		0	1
		A	HRD in planning department		0	2
		A	HRD in service sector		1	3
		A	HRD in organizing department		0	4
		Q 95	HRD in Hotels is an example of		M	1
		A	HRD in management		0	1
		A	HRD in planning department		0	2
		A	HRD in service sector		1	3
		A	HRD in organizing department		0	4
		Q 96	HRD in multiplexes is an example of		M	1

	A	HRD in management		0	1
	A	HRD in service sector		1	2
	A	HRD in planning department		0	3
	A	HRD in organizing department		0	4
	Q 97	HRD in Hospitals is an example of		M	1
	A	HRD in management		0	1
	A	HRD in planning department		0	2
	A	HRD in service sector		1	3
	A	HRD in organizing department		0	4
	Q 98	HRD in Schools is an example of		M	1
	A	HRD in management		0	1
	A	HRD in planning department		0	2
	A	HRD in service sector		1	3
	A	HRD in organizing department		0	4
	Q 99	HRD in Automobile-Industry is an example of		M	1
	A	HRD in management		0	1
	A	HRD in service sector		0	2
	A	HRD in planning department		0	3
	A	HRD in manufacturing sector		1	4
	Q 100	HRD in Steel-Industries is an example of		M	1
	A	HRD in management		0	1
	A	HRD in planning department		0	2
	A	HRD in service sector		0	3
	A	HRD in manufacturing sector		1	4