

# HUMAN RESOURCE MANAGEMENT

## MCQ ON NATURE AND SCOPE

TEACHER'S NAME- PUJA GUPTA

- 1) Human resource evolved around mid – 90s from the
  - a) Concept of human relations
  - b) Concept of personnel management
  - c) Concept of organizational behavior
  - d) Neither of these.
- 2) HRM is concerned with ..... In organization, with the focus on company's policies, strategies, procedures and system in order to attain the business objectives in an effective and efficient manner.
  - a) Managing the people
  - b) Managing the machinery
  - c) Managing finance
  - d) Managing everything
- 3) 'HRM is the process of acquiring, training, appraising and compensating employees and of attending to their labour relations, health and safety and fairness concerns'. Mention the speaker:
  - a) David A. Decenzo and S.P. Robbins
  - b) Gary Dessler
  - c) Edwin B. Flippo
  - d) W.Schmidt
- 4) Which one is not a nature of HRM?
  - a) Multidisciplinary approach
  - b) Continuous function
  - c) Backward- looking approach
  - d) Developmental approach.

- 5) Which of the following is not a scope of HRM
- a) Compensation, remuneration and other benefits
  - b) Training and development
  - c) Personnel records
  - d) Job analysis

6) The nature of HRM includes

- a) Coordinating force
- b) Attention for individual growth
- c) forward- looking approach

d) all of the above.

7) The scope of HRM includes

- a) Training and development
- b) Performance appraisal
- c) Job evaluation

d) all of the above.

8) to ensure a safe and healthy working environment that will add positively to the efficiency level of the employees.

- a) is an importance of HRM
- b) is an objective of HRM
- c) Is a scope of HRM
- d) Both of the above.

9) Maintenance is an example of

- a) Operative function

- b) Managerial function
- c) Recruitment function
- d) Motivation function.

10) The HR managers advises the top level management and also the heads of the departments and divisions, is an example of

- a) Operative function
- b) Advisory function
- c) Managerial function
- d) all of the above.

11) Givenpoints (i) planning (ii) Organising (iii) development (iv) controlling, the points indicating managerial functions of HRM are:

- a) (i) , (ii) and (iii)
- b) (ii) ,(iii) and (iv)
- c) (i) ,(ii) and (iv)
- d) (i) , (iii) and (iv).

12) Job procurement stands for

- a) Recruitment and selection
- b) Compensation and benefits
- c) Welfare and safety
- d) None of the above.

13) ..... does not come under the preview of HRM.

- a) Human resource planning
- b) Job analysis

c) Job evaluation

d) Culture of employee.

14) HRM is

a) a key to organizational success

b) Not dynamic

c) Non utilization of human capital

d) Not integrated with organizational objectives.

### ANSWERS

1) B

2) A

3) B

4) C

5) C

6) D

7) D

8) B

9) A

10) B

11) C

12) A

13) D

14) A.

