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Question 1:

An organization that adopts a single-sided approach, designs and delivers the best training that it thinks is best for its employees, but most of the time it fails. The reason could be the negligence of:

Options:

- A) Participation
- B) Feedback
- C) Relevance

Correct answer: A) Participation

Question 2:

A plan of payment that refers to the payment on the basis of the section or department of a particular organization is called:

Options:

- A) Plant-wide plans
- B) Corporate-wide plans
- C) Group-based plans

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Correct answer: C) Group-based plans

Question 3:

Which one of the following training methods is NOT included in off-the-job training?

Options:

- A) Public seminars
- B) Videotapes
- C) Simulation centers
- D) Apprenticeship program

Correct answer: D) Apprenticeship program

Question 4:

If Mr. A and Mr. B produce the same output but Mr. B puts less effort while both get the same remuneration, Mr. B is:

Options:

- A) Equally Rewarded
- B) Over Rewarded
- C) Under Rewarded

Correct answer: B) Over Rewarded

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Question 5:

Ranking method is only effective for:

Options:

- A) Few jobs to be evaluated
- B) Large number of jobs
- C) Executive level jobs only
- D) For non-managerial jobs

Correct answer: C) Executive level jobs only

Question 6:

All of the following are examples of direct compensation, EXCEPT:

Options:

- A) Bonus
- B) Pension
- C) Medical allowance

Correct answer: B) Pension

Question 7:

Human Resource Development is a spectrum activity that actually aims at:

Options:

- A) Training and Development

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- B) Organizational Development
- C) Career Development
- D) All of the given options

Correct answer: D) All of the given options

Question 8:

The process of anticipating management needs, reviewing the skills inventory of a firm and creating replacement charts, is known as:

Options:

- A) Management development
- B) Action planning
- C) Management skills' inventory
- D) Succession planning

Correct answer: D) Succession planning

Question 9:

When a dispute is submitted to an impartial third party to make a binding decision, it is called:

Options:

- A) Negotiation
- B) Rectification

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C) Mediation

D) Arbitration

Correct answer: D) Arbitration

Question 10:

Which of the following can never be a party in collective bargaining?

Options:

A) Government

B) Management

C) Society

Correct answer: C) Society

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