22 Lecture - MGT111

Important Mcqs

- 1. What is the primary goal of HRM?
 - A) To maximize profits
 - B) To optimize the productivity and effectiveness of the workforce
 - C) To minimize employee turnover
 - D) To create a hierarchical organizational structure

Answer: B) To optimize the productivity and effectiveness of the workforce

- 2. Which of the following is not a function of HRM?
 - A) Recruitment and selection
 - B) Training and development
 - C) Financial management
 - D) Performance appraisal

Answer: C) Financial management

- 3. What is the process of identifying and developing employees for future leadership roles called?
 - A) Recruitment
 - B) Succession planning
 - C) Performance management
 - D) Training and development

Answer: B) Succession planning

- 4. Which type of compensation includes base pay, incentives, and benefits?
 - A) Performance-based compensation
 - B) Variable compensation
 - C) Total compensation
 - D) Salary compensation

Answer: C) Total compensation

- 5. What is the process of formally evaluating employee performance against established goals and objectives?
 - A) Recruitment
 - B) Performance appraisal
 - C) Training and development
 - D) Succession planning

Answer: B) Performance appraisal

- 6. What is the process of determining the relative worth of different jobs within an organization?
 - A) Performance management
 - B) Job analysis
 - C) Job evaluation
 - D) Job design

Answer: C) Job evaluation

- 7. Which of the following laws regulates workplace health and safety in the United States?
 - A) Fair Labor Standards Act
 - B) Americans with Disabilities Act
 - C) Family and Medical Leave Act
 - D) Occupational Safety and Health Act

Answer: D) Occupational Safety and Health Act

- 8. What is the process of assisting employees to transition out of an organization called?
 - A) Recruitment
 - B) Termination
 - C) Separation
 - D) Retirement

Answer: C) Separation

- 9. Which of the following is not a benefit of effective HRM?
 - A) Increased employee morale
 - B) Reduced employee turnover
 - C) Increased organizational productivity
 - D) Reduced legal compliance

Answer: D) Reduced legal compliance

- 10. Which type of training is conducted for current employees to enhance their knowledge and skills?
 - A) Onboarding
 - B) Orientation
 - C) Developmental training
 - D) Compliance training

Answer: C) Developmental training