

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