# 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