

25 Lecture - MGT111

Important Mcqs

1. **What is the purpose of selection in public organizations?**

- A. To ensure diversity in the workplace
- B. To ensure that the right candidates are hired
- C. To promote employees based on seniority
- D. To comply with government regulations

Answer: B

2. **What is the primary goal of training programs in public organizations?**

- A. To enhance employee skills and knowledge
- B. To promote employee socialization
- C. To provide a venue for team-building activities
- D. To reduce employee turnover

Answer: A

3. **What is the role of job analysis in the selection process?**

- A. To identify the required qualifications for a job
- B. To ensure that candidates meet the organization's mission
- C. To promote diversity in the workplace
- D. To identify potential training needs for new employees

Answer: A

4. **What is a pre-employment test?**

- A. A test taken by current employees to assess their job performance
- B. A test taken by potential employees to assess their qualifications
- C. A test taken by management to assess their leadership skills
- D. A test taken by HR to assess the company's recruitment strategy

Answer: B

5. **What is the purpose of performance appraisals in public organizations?**

- A. To provide employees with a bonus
- B. To ensure that employees meet government regulations
- C. To evaluate an employee's job performance
- D. To promote employees based on seniority

Answer: C

6. **What is the benefit of diversity in the workplace?**

- A. Increased employee turnover
- B. Decreased creativity and innovation

- C. Improved employee satisfaction and productivity
- D. Increased competition among employees

Answer: C

7. **What is the role of management in the selection and training process?**
- A. To select and train employees
 - B. To assess the effectiveness of the selection and training process
 - C. To oversee the selection and training process
 - D. To develop the selection and training process

Answer: C

8. **What is a potential consequence of poor training programs in public organizations?**
- A. Increased employee productivity
 - B. Decreased employee morale and job satisfaction
 - C. Increased employee turnover
 - D. Increased creativity and innovation

Answer: B

9. **What is the purpose of a needs assessment in training programs?**
- A. To evaluate employee job performance
 - B. To identify potential training needs for employees
 - C. To promote diversity in the workplace
 - D. To ensure that employees meet government regulations

Answer: B

10. **What is the benefit of a well-conducted selection process?**
- A. Decreased employee productivity
 - B. Increased employee turnover
 - C. Improved employee job satisfaction
 - D. Decreased employee diversity

Answer: C