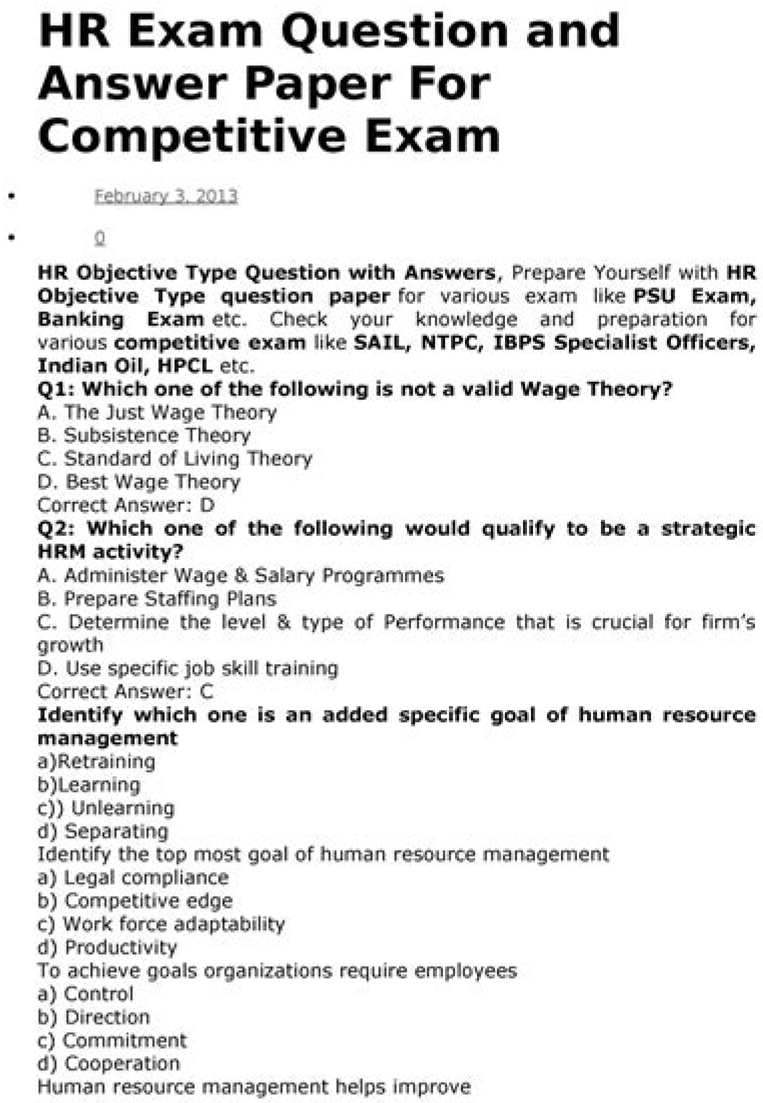
Human Resource Exam Questions And Answers



HR Exam Question and Answer Paper For Competitive Exam

- February 3, 2013
- 0

HR Objective Type Question with Answers, Prepare Yourself with **HR Objective Type question paper** for various exam like **PSU Exam, Banking Exam** etc. Check your knowledge and preparation for various **competitive exam** like **SAIL, NTPC, IBPS Specialist Officers, Indian Oil, HPCL** etc.

Q1: Which one of the following is not a valid Wage Theory?
A. The Just Wage Theory
B. Subsistence Theory
C. Standard of Living Theory
D. Best Wage Theory
Correct Answer: D

Q2: Which one of the following would qualify to be a strategic HRM activity?
A. Administer Wage & Salary Programmes
B. Prepare Staffing Plans
C. Determine the level & type of Performance that is crucial for firm's growth
D. Use specific job skill training
Correct Answer: C

Identify which one is an added specific goal of human resource management
a)Retraining
b)Learning
c)) Unlearning
d) Separating

Identify the top most goal of human resource management
a) Legal compliance
b) Competitive edge
c) Work force adaptability
d) Productivity

To achieve goals organizations require employees
a) Control
b) Direction
c) Commitment
d) Cooperation

Human resource management helps improve

Human resource exam questions and answers are essential components of the HR education process. They not only help students prepare for their examinations but also serve as valuable learning tools that reinforce key concepts and best practices in the field of human resource management. This article explores various types of HR exam questions, provides sample questions and their answers, and discusses effective study strategies for success in HR assessments.

Types of Human Resource Exam Questions

Understanding the different types of exam questions can help students prepare effectively. Human resource exams typically include the following formats:

Multiple-Choice Questions (MCQs)

MCQs are a common format in HR exams. They usually consist of a question followed by several answer choices, with only one correct option. This format tests knowledge and understanding of HR concepts quickly.

Example:

1. Which of the following is NOT a function of human resource management?
- A) Recruitment
- B) Employee training
- C) Financial auditing
- D) Performance management

Answer: C) Financial auditing

True/False Questions

These questions require students to determine the validity of a statement. They are straightforward and test basic knowledge of HR principles.

Example:

"Employee engagement is solely the responsibility of the HR department."

Answer: False

Short Answer Questions

These questions require brief, focused responses. They test a student’s ability to recall information and articulate their understanding of HR topics.

Example:

"What is the primary purpose of performance appraisals?"

Answer: The primary purpose of performance appraisals is to evaluate an employee’s job performance and provide feedback for improvement and development.

Essay Questions

Essay questions are more comprehensive and require students to elaborate on specific topics, demonstrating a deeper understanding of HR concepts.

Example:

"Discuss the impact of organizational culture on employee performance. Provide examples to support your arguments."

Answer Outline:
1. Define organizational culture.
2. Explain its components (values, beliefs, behaviors).
3. Discuss the relationship between culture and employee motivation.
4. Provide examples of companies with strong cultures and their impact on performance.
5. Conclusion summarizing the importance of culture in HR management.

Sample Human Resource Exam Questions and Answers

Here, we provide a selection of sample questions along with their answers to give students an idea of what to expect in an HR exam.

1. Recruitment and Selection

Question: What are the primary steps in the recruitment process?

Answer:
1. Job Analysis: Identify the requirements of the position.
2. Sourcing Candidates: Advertise the position through various channels.
3. Screening Applications: Review resumes and applications to shortlist candidates.
4. Interviewing: Conduct interviews to assess candidate suitability.
5. Selection: Choose the best candidate for the position.
6. Job Offer: Extend an offer to the selected candidate.

2. Training and Development

Question: Why is employee training important for an organization?

Answer:
Employee training is crucial for several reasons:
- Enhances employee skills and knowledge.
- Increases productivity and efficiency.
- Improves employee morale and job satisfaction.
- Reduces turnover rates by fostering career development.
- Helps organizations stay competitive in a rapidly changing market.

3. Compensation and Benefits

Question: What are the key components of a compensation package?

Answer:
A comprehensive compensation package typically includes:

- Base salary: The fixed amount paid to employees.
- Bonuses: Performance-based financial rewards.
- Benefits: Health insurance, retirement plans, paid time off, etc.
- Non-monetary rewards: Recognition programs, flexible working arrangements, etc.

4. Employee Relations

Question: What strategies can HR professionals use to resolve workplace conflicts?

Answer:
HR professionals can employ several strategies to resolve workplace conflicts, including:
- Active listening: Encouraging open dialogue between conflicting parties.
- Mediation: Acting as a neutral third party to facilitate a resolution.
- Establishing clear policies: Creating guidelines for conflict resolution within the organization.
- Training: Providing conflict resolution training to employees and managers.
- Follow-up: Ensuring that the resolution is effective and addressing any lingering issues.

Effective Study Strategies for HR Exams

To excel in human resource exams, students should adopt effective study strategies. Here are some tips:

1. Create a Study Schedule

Developing a study schedule helps allocate sufficient time to cover all topics. Break down the syllabus into manageable sections and set specific goals for each study session.

2. Use Practice Questions

Practicing with sample questions enhances understanding and builds confidence. Utilize past exams and online resources to familiarize yourself with the question formats.

3. Join Study Groups

Collaborating with peers can provide different perspectives on HR concepts and foster deeper discussions. Study groups can also motivate students to stay committed to their study plans.

4. Utilize Flashcards

Flashcards are an effective tool for memorizing key terms, definitions, and concepts. Create flashcards for important HR terminology and review them regularly.

5. Engage with Real-World Scenarios

Applying theoretical knowledge to real-world situations enhances understanding. Analyze case studies or news articles related to HR practices to see how concepts are applied in practice.

6. Seek Additional Resources

Supplement your studies with additional resources such as textbooks, online courses, and webinars. Engaging with various materials can provide different insights and enhance your understanding.

Conclusion

In summary, preparing for human resource exams involves understanding different types of exam questions, practicing with sample questions and answers, and employing effective study strategies. By mastering these elements, students can improve their knowledge and performance in human resource management assessments. As the HR field continues to evolve, staying informed and adaptable is crucial for success in both exams and professional practice.

Frequently Asked Questions

What are the key components of a successful HR strategy?

A successful HR strategy includes alignment with business goals, employee engagement, talent acquisition and retention, performance management, and compliance with labor laws.

How can HR professionals measure employee engagement effectively?

HR professionals can measure employee engagement through surveys, interviews, focus groups, and analyzing turnover rates and productivity metrics.

What is the significance of diversity and inclusion in the workplace?

Diversity and inclusion enhance creativity and innovation, improve employee morale and satisfaction, and lead to better decision-making and business performance.

What are the legal considerations HR must be aware of when hiring?

HR must be aware of anti-discrimination laws, labor laws, background check regulations, and the Fair Labor Standards Act (FLSA) to ensure compliance during the hiring process.

What strategies can HR use to improve employee retention?

HR can improve employee retention by offering competitive salaries, providing career development opportunities, fostering a positive workplace culture, and implementing employee recognition programs.

How does performance management differ from performance appraisal?

Performance management is an ongoing process that includes setting goals, monitoring performance, and providing feedback, while performance appraisal typically refers to the formal evaluation process conducted annually or bi-annually.

Find other PDF article:
https://soc.up.edu.ph/56-quote/Book?docid=MiE22-0492&title=story-of-st-brigid-for-children.pdf

Human Resource Exam Questions And Answers

提交表单显示Please verify the CAPTCHA before proceed怎么办?

本人因为旅游需要打印电子签证，但是提交后显示Please verify the CAPTCHA before proceed，换了好几个浏…

正常人的反应速度大概是多少ms? - 知乎

正常人的反应速度直接从网站测得的结果大多是220-240毫秒，去除点击鼠标的时间通常为150毫秒（去除由手指下落速度产生的时间影响），少数人可以达到网站直接数值167毫秒，而值得注 …

Human和humans的在句中的用法是什么？ - 知乎

Human和humans的在句中的用法是什么？［图片］［图片］疑问在上面图二的两个例句中，人类的表述都用了human的复数形式humans。Human作为集体名词，单数的时候就已经表达了复数…

英语person, people, human being, man, human都有什么区 …

person 人，通常指一个人，没有persons这种用法。eg: she’s an interesting person. people 人们，集体名词。there are so many people travelling here. people有复数形式peoples，指民族 …

CURSOR软件，注册、sign in 问题？ - 知乎

CURSOR从软件点击sign in后无法打开网页，刷新无数次才能打开，打开后输入邮箱后，又出现Can‘t verify t…

Mankind, Human, Man,Human-being有何异同? - 知乎

human: a human being, especially a person as distinguished from an animal or (in science fiction) an alien human-being: a man, woman, or child of the species Homo sapiens (智人), …

如何知道一个期刊是不是**sci**? **-** 知乎

欢迎大家持续关注InVisor学术科研! 喜欢记得 点赞收藏转发! 双击屏幕解锁快捷功能～ 如果大家对于「SCI/SSCI期刊论文发表」「SCOPUS 、CPCI/EI会议论文发表」「名校科研助理申请」 …

stackoverflow提问时人工验证失败怎么办? 大家现在能正常提问 **...**

stackoverflow提问时人工验证失败怎么办? 大家现在能正常提问吗?

本人**14**岁, 反应速度平均**192ms**, 这个反应是不是太慢了? 想玩 **...**

目前在上网课谢邀 专业的关于人类反应时间的文章在知乎上很多, 我这里简单的摘取部分。 @以宁致远 正常人反应速度在300毫秒左右.30岁以后会有所下降.运动员经过特定练习,对特定刺 …

Steam验证后总是出现会您对 **CAPTCHA** 的响应似乎无效。请在下 **...**

登录时忘记账号或密码, 提示 APTCHA 的响应似乎无效, 请在下方重新验证您不是机器人按以下步骤, 亲测有效。在电脑上操作会受浏览器和加速器的限制, 建议直接手机操作, 简单迅速 1 …

提交表单显示**Please verify the CAPTCHA before proceed**怎么办?

本人因为旅游需要打印电子签证, 但是提交后显示Please verify the CAPTCHA before proceed, 换了好几个浏…

正常人的反应速度大概是多少**ms? -** 知乎

正常人的反应速度直接从网站测得的结果大多是220-240毫秒, 去除点击鼠标的时间通常为150毫秒 (去除由手指下落速度产生的时间影响) , 少数人可以达到网站直接数值167毫秒, 而值得注意的是在手速相同的情况下167毫秒这个结果对于前5%的人而言惊人的一致 可能这就是来自同一祖先基因的力量, 而 …

Human和**humans**的在句中的用法是什么? **-** 知乎

Human和humans的在句中的用法是什么? [图片] [图片] 疑问在上面图二的两个例句中, 人类的表述都用了human的复数形式humans。 Human作为集体名词, 单数的时候就已经表达了复数… 显示全部 关注者 8

英语*person*, *people*, *human being*, *man*, *human*都有什么区 …

person 人, 通常指一个人, 没有persons这种用法。eg: she’s an interesting person. people 人们, 集体名词。there are so many people travelling here. people有复数形式peoples, 指民族。How many different peoples are in China? human 人类, 通常作复数使用, 强调群体, 还可以做形容词。human research, human activities human being 人类, 通常 …

CURSOR软件, 注册、**sign in** 问题? **-** 知乎

CURSOR从软件点击sign in后无法打开网页, 刷新无数次才能打开, 打开后输入邮箱后, 又出现Can‘t verify t…

Mankind, Human, Man,Human-being有何异同? - 知乎

human: a human being, especially a person as distinguished from an animal or (in science fiction) an alien human-being: a man, woman, or child of the species Homo sapiens (智人), distinguished from other animals by superior mental development, power of articulate speech, and upright stance humankind: human beings considered collectively (used as a neutral alternative to “mankind”) 来 …

如何知道一个期刊是不是**sci**? **-** 知乎

欢迎大家持续关注InVisor学术科研! 喜欢记得 点赞收藏转发! 双击屏幕解锁快捷功能～ 如果大家对于「SCI/SSCI期刊论文发表」「SCOPUS 、CPCI/EI会议论文发表」「名校科研助理申请」等科研背景提升项目有任何想法的话, 十分欢迎大家来戳一戳芳老师 (一般人芳老师是不会告诉ta客服微信滴: …

*stackoverflow*提问时人工验证失败怎么办? 大家现在能正常提问 …

stackoverflow提问时人工验证失败怎么办? 大家现在能正常提问吗?

本人*14*岁，反应速度平均*192ms*，这个反应是不是太慢了？想玩 ...

目前在上网课谢邀 专业的关于人类反应时间的文章在知乎上很多，我这里简单的摘取部分。 @以宁致远 正常人反应速度在300毫秒左右.30岁以后会有所下降.运动员经过特定练习,对特定刺激（发令枪）的反应速度可以缩短到150-180毫秒,人类反应速度的极限目前科学界公认为100毫秒. 跑步比赛发令枪响到 ...

Steam验证后总是出现会您对 CAPTCHA 的响应似乎无效。请在下 ...

登录时忘记账号或密码，提示 APTCHA 的响应似乎无效，请在下方重新验证您不是机器人按以下步骤，亲测有效。在电脑上操作会受浏览器和加速器的限制，建议直接手机操作，简单迅速 1、将手机调成使用移动数据，不要用Wifi（很重要） 2、复制此网址到微信上，直接在微信上点开， help.steampowered.com ...

Unlock your HR potential with our comprehensive guide on human resource exam questions and answers. Discover how to ace your exam today!

Back to Home