PROVISIONAL ANSWER KEY

Question
Paper Code: 153/2023/OL

Category
Code: 147/2022

Exam: Personnel Officer

Date of Test 30-09-2023

Department Kerala Tourism Development Corporation Ltd

Question1:-The process of defining the way in which the work is to be performed is known as

A:-Job analysis

B:-Job design

C:-Job allotment

D:-Job redesign

Correct Answer:- Option-B

Question2:-In the process of human resource planning, if the labour demand equals labour supply, which of the following step is to be initiated?

A:-Internal transfers and redeployment

B:-Training or training

C:-Work sharing

D:-All of the above

Correct Answer:- Option-A

Question3:-Coordinated and aggregated series of work elements used to produce an output is termed as

A:-Job

B:-Position

C:-Tasks

D:-None of the above

Correct Answer:- Option-C

Question4:-Which organizational process involves evaluating the extent to which the employee performs work effectively?

A:-Employee engagement

B:-Performance appraisal

C:-Succession planning

D:-Talent management

Correct Answer:- Option-B

Question5:-Which of the following process facilitate designing of job in such a way

that help incumbents satisfy their needs for growth, recognition and responsibility?

    A:-Job enrichment

    B:-Job design

    C:-Job analysis

    D:-Job enlargement

    Correct Answer:- Option-A

Question6:-Which of the following is not a method of job design?

    A:-Job rotation

    B:-Job enlargement

    C:-Job enrichment

    D:-None of the above

    Correct Answer:- Option-D

Question7:-The job characteristics theory was propounded by

    A:-Edwin Locke

    B:-Richard Hackman

    C:-Federick Herzberg

    D:-Douglas McGregor

    Correct Answer:- Option-B

Question8:-Which of the following shows the proportion of employees in different job categories at different times?

    A:-Proportional matrices

    B:-Transformation matrices

    C:-Transitional matrices

    D:-Job matrices

    Correct Answer:- Option-C

Question9:-Which of the following method is used to develop behavioural descriptions of a job?

    A:-Critical incident technique

    B:-Task inventory analysis

    C:-Position analysis questionnaire

    D:-Functional job analysis

    Correct Answer:- Option-A

Question10:-Which among the following is an example of individual challenges of human resource management?

    A:-Work force diversity

    B:-Ethical dilemmas and social responsibility

    C:-Organizational culture

D:-Self-managed work teams

Correct Answer:- Option-B

Question11:-Which of the following is not used to measure recruitment effectiveness?

A:-Candidate job satisfaction

B:-Selection ratio

C:-Cost per hire

D:-Employee overtime

Correct Answer:- Option-D

Question12:-For a worker in an assembly line, there is a 15% probability of being gone in 12 months, a 0% probability of promotion to manger, a 10% probability of promotion to supervisor, and a 75% probability of being a line worker this time next year. This method of labour forecasting by looking at the transitional probability matrix is known as

A:-Markov analysis

B:-Bayes estimation

C:-Arima modeling

D:-Exponential smoothing method

Correct Answer:- Option-A

Question13:-Arrange the correct order of sequence of recruitment :

I.   Searching
II.   Evaluation and control
III. Planning
IV.   Screening
V.   Strategy development

A:-III, II, I, V, IV

B:-III, V, I, IV, II

C:-IV, V, III, I, II

D:-II, I, IV, V, III

Correct Answer:- Option-B

Question14:-An HR Strategy that designs compensation that rewards it employees for innovation and creativity is an example of

A:-Cost differentiation strategy

B:-Product differentiation strategy

C:-Customer centric strategy

D:-None of the above

Correct Answer:- Option-B

Question15:-Which of following acts deal with recruitment and selection in a private or public sector?

A:-Child labour act

B:-Industrial disputes act

C:-Factories act

D:-None of the above

Correct Answer:- Option-A

Question16:-This job evaluation method commonly used for white collar jobs determines the relative rank of the job to be evaluated in relation to a monetary scale

A:-Point ranking method

B:-Factor comparison method

C:-Direct consensus method

D:-Guide chart profile method

Correct Answer:- Option-B

Question17:-_____ is not a latest trend in contemporary recruitment practices.

A:-Chatbot

B:-Automation

C:-Remote work

D:-Live streaming

Correct Answer:- Option-D

Question18:-Which among the following is not an achievement test?

A:-Miller Analogies Test

B:-Stanford - Binet Scales

C:-Abstract Reasoning Test

D:-Kuder Performance Record

Correct Answer:- Option-D

Question19:-Which of the following statement is / are correct about selection tests?

(i) Stromberg Dexterity Test measures motor and physical abilities.
(ii) Rorschach Blot Test is a projective test.

A:-Both (i) and (ii)

B:-Only (i)

C:-Only (ii)

D:-None

Correct Answer:- Option-A

Question20:-Which of the following statement is / are correct about the objectives of induction training?

(i) Impart a feeling of belonging.
(ii) Sharing organisational values.

(ii) Providing job specific information.

    A:-Only (i) and (ii)

    B:-Only (i) and (iii)

    C:-Only (ii) and (iii)

    D:-All (i), (ii) and (iii)

    Correct Answer:- Option-D

Question21:-Which of the following is a reason for remedial transfer?

    A:-To provide opportunity to employee for varied job experience

    B:-Employee does not feel comfortable on his job

    C:-To prevent lay off

    D:-To fill gap arise due to retirement

    Correct Answer:- Option-B

Question22:-An employees' job responsibilities and status increase in a _____, but no increase in monetary benefits.

    A:-Dry promotion

    B:-Horizontal Promotion

    C:-Vertical Promotion

    D:-Closed Promotion

    Correct Answer:- Option-A

Question23:-Pushing down decision making responsibility to those who close to internal and external customers is the key feature of

    A:-Decentralisation

    B:-Delegation

    C:-Employee Empowerment

    D:-Job enlargement

    Correct Answer:- Option-C

Question24:-The job characteristic model is proposed by

    A:-Hackman and Oldham

    B:-Paul Boselie

    C:-Peter Drucker

    D:-Henry Mintzberg

    Correct Answer:- Option-A

Question25:-Which of the following statement is / are not correct regarding the principles of justice related to employee discipline and discharge?

(i) Procedural justice includes the representation of all interests.
(ii) Empathy is part of interactional justice.

    A:-Only (i)

B:-Only (ii)

C:-Both (i) and (ii)

D:-None of (i) and (ii)

Correct Answer:- Option-D

Question26:-Which among the following statement is / are corect about Employee Stock Ownership Plan (ESOP)?
(i)   An organisation contributes shares of its own stock to a trust and additional contribution   are made annually.
(ii) The trust distribute stocks to amployees on seperation from service.
(iii) ESOP help share holders of firms to diversity their assets.

A:-Only (i) and (ii)

B:-Only (i) and (iii)

C:-Only (ii) and (iii)

D:-All (i), (ii) and (iii)

Correct Answer:- Option-D

Question27:-Which among the following is not a part of behaviour modeling?

A:-Programmed learning

B:-Role playing

C:-Social reinforcement

D:-Transfer of training

Correct Answer:- Option-A

Question28:-Training is the process of

A:-Imparting knowledge and skill

B:-Modifying attitude of people

C:-Increasing problem solving ability

D:-All the above

Correct Answer:- Option-D

Question29:-Training is beneficial to the organization :

I.   High productivity
II.   Better organizational climate
III. Less supervision
IV.   Increased manpower obsolescence

A:-II

B:-I and II

C:-IV

D:-I, II, and III

Correct Answer:- Option-D

Question30:-Initial training given to new employees is known as _____

A:-Promotional training

B:-Induction training

C:-Refresher training

D:-Job training

Correct Answer:- Option-B

Question31:-Job instruction training is given to _____

A:-New empolyees

B:-Supervisors

C:-Low level employees

D:-Top level employees

Correct Answer:- Option-B

Question32:-Learning by doing can be ensured in _____

A:-T-Group training method

B:-Conference method

C:-Seminar method

D:-Case study method

Correct Answer:- Option-D

Question33:-Management development helps to _____

A:-Improve executive talent

B:-Improve skill of the employees

C:-Reduce cost of production

D:-None of these

Correct Answer:- Option-A

Question34:-Learning before doing can be ensured in _____

A:-Vestibule training

B:-On the job training

C:-Apprenticeship training

D:-None of these

Correct Answer:- Option-A

Question35:-_____ enable to understand what the learners has not learnt and the teacher has not taught.

A:-Group discussion

B:-Role playing

C:-Feed back

D:-Operational analysis

Correct Answer:- Option-C

Question36:-When an employee's performance is appraised by supervisor, peers, subordinates and himself, such an appraisal is called _____

A:-Group appraisal

B:-Psychological appraisal

C:-Counselling

D:-360 degree appraisal

Correct Answer:- Option-D

Question37:-Which among the following is a modern method of Performance Appraisal?

A:-Behaviourally Anchored Rating Scales

B:-Human Resource Accounting

C:-Only 1 above

D:-Both 1 and 2 above

Correct Answer:- Option-D

Question38:-"Every workers has a right to work, rest and leisure, maintenance in old age, sickness and disability and equal pay for equal work". State the principle described through the above statment

A:-The doctrine of vested interest

B:-The doctrine of living wage

C:-The doctrine of socialism

D:-None of the above

Correct Answer:- Option-C

Question39:-"Red Hot Stove Rule" is popularized by _____

A:-Douglas McGregor

B:-Edwin B. Flippo

C:-Abraham Maslow

D:-F.W. Taylor

Correct Answer:- Option-A

Question40:-The disciplinary action in which an employee is reduced to a lower grade from the grade enjoyed by him earlier is known as _____

A:-Dismissal

B:-Discharge

C:-Demotion

D:-Suspension

Correct Answer:- Option-C

Question41:-Which of the following is a method of settlement of conflict?

A:-Mediation

B:-Conciliation

C:-Arbitration

D:-All of the above

Correct Answer:- Option-D

Question42:-_____ is a form of Industrial democracy?

A:-Worker's Participation in Management

B:-Grievance Redressal Mechanism

C:-Total Quality Management

D:-All of the above

Correct Answer:- Option-A

Question43:-The variation of Employee Stock Option Scheme are

A:-ESOS and ESPS

B:-ESOS and ESOP

C:-Smorgasboard and ESPS

D:-None of the above

Correct Answer:- Option-A

Question44:-The parties to Industrial relations are

A:-Employer and Employee Organisations

B:-Employee and Employee Organisations

C:-Government

D:-All of the above

Correct Answer:- Option-D

Question45:-Which among the following is (are) the contents of collective bargaining?

A:-Distributive bargaining and integrative bargaining

B:-Attitudinal structuring and intra organisational bargaining

C:-Only 1 above

D:-Both 1 and 2 above

Correct Answer:- Option-D

Question46:-The tendency to rate an employee consistently high or low on the basis of overall compression is called _____

A:-Halo effect

B:-Stereotyping

C:-Spill over effect

D:-None of the above

Correct Answer:- Option-A

Question47:-The act of giving feed back to the employee after performance rating is called _____

     A:-Appraisal interview

     B:-Potential appraisal

     C:-Review of rating

     D:-None of the above

     Correct Answer:- Option-A

Question48:-Management by objective is also called _____

     A:-Appraisal by results

     B:-Goal setting approach to appraisal

     C:-Work planning and review

     D:-All of the above

     Correct Answer:- Option-D

Question49:-Arrange the following examples of human needs in the hierarchy of their increasing importance:
(a)   Insurance of accidents
(b)   Recognition and admiration from others
(c)   Food and shelter provisions
(d)   Achieving distinction in chosen area by maximising potential
(e)   Developing meaningful relations with others

Choose the correct answer from the options given below :

     A:-(c), (a), (e), (b), (d)

     B:-(d), (a), (b), (e), (c)

     C:-(d), (c), (e), (b), (a)

     D:-(d), (c), (e), (b), (a)

     Correct Answer:- Option-A

Question50:-From the following statements, identify an assumption in Maslow's hierarchy of needs

     A:-Needs are reliant on culture and also on social class

     B:-Needs are not ordered or organized in any particular order

     C:-Lower-level needs must be at least partially satisfied before higher needs can affect behaviour

     D:-Satisfied needs are motivators and new needs appear when current needs remain unmet

     Correct Answer:- Option-C

Question51:-Sharath is a software engineer in Manufacturing firm in Bangalore. He was happily married and had a three-year-old daughter. He performed very well during last four years and was due for promotion. But in an organization reshuffle, he was offered to move to Delhi if he wants to avail promotion opportunity. After thoughtful deliberation, he decided to decline the offer and decides to stay with his

family in this current position in company. Which need Rahul has satisfied in this example?

    A:-Alderfer's existence need

    B:-Maslow's esteem need

    C:-Alderfer's relatedness need

    D:-Maslow's Security need

    Correct Answer:- Option-C

Question52:-An employee is creating a new position for a head of training. Taking into consideration the job characteristics model, which of the following changes would be least likely to result in a rich and rewarding job?

    A:-Building a state-of-the-art training centre and new office for the training staff

    B:-Making whoever holds the position responsible for consolidating and expanding training activities

    C:-Tying the success of the training program to the company's overall strategy of upgrading in workforce

    D:-Making the job cover a variety of tasks, from one-on-one training, to supervision and hiring of staff, to creating training material

    Correct Answer:- Option-A

Question53:-Imagine you are working in an organization where individuals are of equal status. Which type of communication is ideal and normally employed in such a context?

    A:-Vertical communication

    B:-Horizontal communication

    C:-Corporate communication

    D:-Cross communication

    Correct Answer:- Option-B

Question54:-What should you do when there is a misunderstanding with a customer?

    A:-Listen actively to the customer's perspective and seek to understand their concerns

    B:-Immediately become defensive and argue your point of view

    C:-Ignore then customer and hope the issue resolves itself

    D:-Blame the customer for the misunderstanding

    Correct Answer:- Option-A

Question55:-John really enjoys driving cars. It gives him great personal satisfaction. His desire to drive cars connects to which of the following?

    A:-extrinsic motivation

    B:-a drive

    C:-a need

D:-intrinsic motivation

Correct Answer:- Option-D

Question56:-Distinguish the difference between group and interpersonal communication

A:-Small group communication is mediated while interpersonal is face to face

B:-Formalized roles are less likely to occur in small group communication than in interpersonal communication

C:-Coordinating group interaction is more complex than coordinating interpersonal interaction

D:-All of the above

Correct Answer:- Option-C

Question57:-Ashok has a dull day at work and feels the need to go out and have a nice time at a party. Which motivational theory could explain his need to party?

A:-Drive-reduction theory

B:-Optimum arousal theory

C:-Incentive theory

D:-Male bonding

Correct Answer:- Option-B

Question58:-Identify a major barriers to effective communication from the statements given below

A:-Use of simple words, cool reaction and defensive attitude

B:-Dialogue, summary and self-review

C:-Moralising, being judgemental and comments of consolation

D:-Personal statements, eye contact and simple narration

Correct Answer:- Option-C

Question59:-Contingency theories of leadership based upon _____

A:-That there is a single style of leadership appropriate to all situations

B:-That there is a single style of leadership appropriate to all managers

C:-That there is no single style of leadership appropriate to all situations

D:-None of the above

Correct Answer:- Option-C

Question60:-Instant messaging is a technology originally designed to have _____ at the workplace.

A:-One to one personal chat

B:-One-to-one public chat

C:-One too much public chat

D:-One to much public chat

Correct Answer:- Option-A

Question61:-Which of the following statement is wrong?

    A:-HRD improves the communication system in the organisation

    B:-HRD provides an opportunity of continuous and all round growth of employees

    C:-HRD improves collaboration and team spirit

    D:-None

    Correct Answer:- Option-D

Question62:-_____ helps in matching the organisation need for HR and individual need for career growth.

    A:-HRM

    B:-HRD

    C:-HR

    D:-None

    Correct Answer:- Option-B

Question63:-Which one is not a method for gathering data for need assessment of training for employees?

    A:-Search of existing records

    B:-Individual interviews

    C:-Questionnaires

    D:-Local daily

    Correct Answer:- Option-D

Question64:-Apprenticeship training is _____

    A:-on-the-job training

    B:-off-the-job training

    C:-a combination of (1) and (2)

    D:-None

    Correct Answer:- Option-C

Question65:-Incident process is a variant of _____ method.

    A:-Case study

    B:-Simulation

    C:-Transactional Analysis

    D:-Brain storming

    Correct Answer:- Option-A

Question66:-Which of the following are off-the-job-training techniques?

(i)   Lectures
(ii) Coaching
(iii) Case study

(iv) Under study

Options :

A:-Only (i) and (ii)

B:-Only (i) and (iii)

C:-Only (ii) and (iii)

D:-Only (ii) and (iv)

Correct Answer:- Option-B

Question67:-The effectiveness of HRD interventions is measured in _____ phase.

A:-need assessment

B:-design

C:-implementation

D:-evaluation

Correct Answer:- Option-D

Question68:-Which one is involved in designing an effective HRD program?

(i)   Setting objectives
(ii) Selecting the trainer
(iii) Selecting the program methods and techniques
(iv) Scheduling the programs

Options :

A:-Only (i) and (ii)

B:-Only (ii) and (iii)

C:-Only (iii) and (iv)

D:-All of the above (i), (ii), (iii) and (iv)

Correct Answer:- Option-D

Question69:-Which one is a factor to be considered while selecting training methods and media?

(i)   Objective of the programme
(ii) Time and money available
(iii) Trainer characteristics and preferences

Options :

A:-Only (i) and (ii)

B:-Only (ii) and (iii)

C:-All of the above (i), (ii) and (iii)

D:-None of the above

Correct Answer:- Option-C

Question70:-Simulation is a _____ training method.

A:-Off-the-job

B:-On-the-job

C:-Both 1 and 2

D:-None

Correct Answer:- Option-A

Question71:-The combination of role playing and brain storming is _____

A:-Brainventing

B:-Role braining

C:-Role storming

D:-None

Correct Answer:- Option-C

Question72:-Sensitivity training is also known as _____

(i) T-Group training
(ii) Laboratory training
(iii) Rotation training

Options :

A:-Only (i) and (ii)

B:-Only (ii) and (iii)

C:-All of the above (i), (ii) and (iii)

D:-None

Correct Answer:- Option-A

Question73:-The aspect of career planning that includes the attitudinal characteristics that guide people throughout their career is _____

A:-Career paths

B:-Career goals

C:-Career anchors

D:-Career management

Correct Answer:- Option-C

Question74:-Which of the following statement(s) is/are correct about On-the-job training (OJT)?

(i)   OJT is commonly used for training nonmanagerial employees
(ii) When just-in-time training is needed most, OJT is the most effective to facilitate learning is the workplace
(iii) Apprenticeship training in an extension of OJT
(iv) Behaviour modelling is another name of OJT

A:-Only (i) and (ii)

B:-Only (ii) and (iii)

C:-Only (i), (ii) and (iii)

D:-Only (i), (iii) and (iv)

Correct Answer:- Option-C

Question75:-_____ is not a part of the stages of organisational career planning.

A:-Analysis of employee skill

B:-Establishing realistic goals

C:-Analysis of career demand

D:-Analysis of reasons for quite quitting

Correct Answer:- Option-D

Question76:-The role of the organisation in career planning is to introduce and strengthen systems to ensure _____ of the employees.

A:-Career progression

B:-Self-development

C:-Economic development

D:-Skill enhancement

Correct Answer:- Option-A

Question77:-Which of the following are the benefits of career management for organisations?

(i)   Improved performance
(ii) Improved productivity
(iii) Increased retention of talented employees
(iv) Development of competencies and personal skills
(v) Better individual-organisation match

A:-Only (i), (ii) and (iii)

B:-Only (ii), (iii) and (v)

C:-Only (i), (ii), (iii) and (iv)

D:-Only (i), (iv) and (v)

Correct Answer:- Option-B

Question78:-The development of replacement charts which ensures the sufficient capabilities of individuals is one of the activities to begin

A:-Succession planning

B:-Training and Staffing

C:-Assessment planning

D:-Career planning

Correct Answer:- Option-A

Question79:-The collection of all the exercises and instruments used to identify individual needs for development is _____

A:-Psychological testing

B:-Performance appraisal

C:-Assessment centres

D:-Both (1) and (3)

Correct Answer:- Option-C

Question80:-Which statement(s) about protean career is/are true?

(i)   These are characterized by the exercise of **self-direction** and a focus on intrinsic values
      in the pursuit of psychological success
(ii)   Such individuals exhibit an openness to pursuing multiple career paths and embracing
      change
(iii) It is the process of adapting one's career to embrace emerging opportunities and
      technological advancements, particularly in rapidly changing industries
(iv) In today's dynamic work environment, the factors that contribute to an individual's
      career success in today's dynamic work environment are
      adaptability, self-directedness and continuous learning.

A:-Only (i), (ii) and (iii)

B:-Only (ii), (iii) and (iv)

C:-Only (i), (iii) and (iv)

D:-Only (i), (ii) and (iv)

Correct Answer:- Option-D

Question81:-When women fail to make promotion for top management positions, _____

(i)   Succession planning fails
(ii) Glass ceiling appears
(iii) It is called maternity leave syndrome

A:-Only (i)

B:-Only (ii)

C:-Only (i) and (ii)

D:-Only (iii)

Correct Answer:- Option-B

Question82:-Which statement(s) about counselling is/are false?

(i)   Environment building is a characteristic of counselling
(ii) Counsellor's involvement is required in the process
(iii) Personal interview is used as a counselling tool

A:-Only (i)

B:-Only (ii) and (iii)

C:-Only (i) and (ii)

D:-Only (iii)

Correct Answer:- Option-D

Question83:-When a person has learned a job too well and is bored with day-to-day activities _____

A:-Structural plateau

B:-Content plateau

C:-Life plateau

D:-Career plateau

Correct Answer:- Option-B

Question84:-Skill and management inventories are broadly referred to as _____

A:-Talent inventories

B:-Succession inventories

C:-Replacement inventories

D:-Planning inventories

Correct Answer:- Option-A

Question85:-Which model of Human resource accounting is an extension of Lev and Schwartz model and considers the movement of an employee from one role to another in his career?

A:-Eric Flamholtz Model

B:-Likerts Model

C:-Giles and Robinson's Model

D:-Morse Net Benefit Model

Correct Answer:- Option-A

Question86:-Replacement Cast Approach of Human Resource Accounting suggests that

A:-The certainty with which the net benefits in the future will accrue should also be taken into account while determining the value of human resources

B:-The cost of replacing employees is used as the measure of company's human resources

C:-Employees not considered 'scarce' are not included in the human asset base of the organisation

D:-The actual cost incurred on recruiting, selecting, training, placing and developing the human resources of an enterprise are capitalized and written off over the expected useful life of human resources

Correct Answer:- Option-B

Question87:-Ensuring non-discriminatory hiring practices is an example of

A:-Functional Audit

B:-Operational Audit

C:-Strategic Audit

D:-Compliance Audit

Correct Answer:- Option-C

Question88:-When evaluating an organisation's strategic capability, which of the following questions are important?

A:-Does the organisation have a suitable business model to deliver future success, based on an understanding of the sources of competitive advantage that contribute to profitability and growth across the value system of the organisation?

B:-Does it have the people, processes and resources it needs to be able to deliver this success?

C:-Both (1) and (2)

D:-None

Correct Answer:- Option-C

Question89:-Can you identify the type of research conducted for evaluating HR performance from the options given below

A:-Analytical research

B:-Applied research

C:-Academic research

D:-Dynamic research

Correct Answer:- Option-B

Question90:-The human resource research is needed not due to the following reasons

A:-To build upon existing knowledge

B:-Evaluation of proposed programmes, practices and activities

C:-Establishing the hierarchy of different job profiles in the organization

D:-Anticipation of Personnel Problems

Correct Answer:- Option-C

Question91:-The alignment of HRM function with organisational goals are referred to as

A:-an HR balanced score card

B:-Strategic HRM

C:-Concreteness or congruence

D:-Human Resources Program Evaluation

Correct Answer:- Option-B

Question92:-The effective management of human resources in a firm to gain competitive advantage in the market place requires

A:-Timely and accurate information on current employees

B:-A Vice President representing a HR function

C:-The use of Decision Support Systems (DSS)

D:-Outsourcing of transaction HR activities

Correct Answer:- Option-A

Question93:-What are the key perspectives identified by balanced scorecard that directly and completely define strategy management and analysis?
(i) Financial
(ii) Customer
(iii) Internal processes
(iv) Learning and growth

A:-Only (ii) and (iii)

B:-Only (i) and (iii)

C:-Only (ii), (iii) and (iv)

D:-All of the above (i), (ii), (iii) and (iv)

Correct Answer:- Option-D

Question94:-Which of the following statement is/are correct about HR balanced scorecard?
(i) It helps HR Managers to understand how to align HR strategy with the overall business objectives
(ii) It can get HR to the new goals and measures and through the process ensure continued learning and change management.
(iii) Helps the organisation deliver increased value to its employees, customers and investors

A:-Only (ii) and (iii)

B:-Only (i) and (ii)

C:-All of the above (i), (ii) and (iii)

D:-Only (i) and (iii)

Correct Answer:- Option-C

Question95:-What are the features of a good talent management strategy?
(i) Sharpens organisation's competitive position
(ii) Reduces recruitment costs
(iii) Lead to higher performance

A:-Only (ii) and (iii)

B:-Only (i) and (iii)

C:-All of the above (i), (ii) and (iii)

D:-Only (i) and (ii)

Correct Answer:- Option-C

Question96:-Which of the following statement is/are correct about talent management?
(i) modifying selection procedures for senior employees is a step towards talent management
(ii) the two axis of talent management grid are potential and performance.
(iii) In talent management, end to end process, workforce and succession planning leads to compensation management.

A:-All of the above (i), (ii) and (iii)

B:-Only (i) and (iii)

C:-Only (ii) and (iii)

D:-Only (i) and (ii)

Correct Answer:- Option-A

Question97:-What are the various theories of Work-Life balance?
(i) Spill Over theory
(ii) Resource Drain theory
(iii) Enrichment theory
(iv) Expectancy theory

A:-Only (i), (ii) and (iii)

B:-Only (ii), (iii) and (iv)

C:-All of the above (i), (ii), (iii) and (iv)

D:-Only (i), (iii) and (iv)

Correct Answer:- Option-A

Question98:-What are the features of Work-Life Balance models?
(i) both work and family are completely separate with clear boundaries
(ii) both work and life are two spheres which overlap often and that each affect the other
(iii) understanding for employees and their lives outside of work and considering the need of its employee's partners

A:-Only (ii) and (iii)

B:-Only (i) and (ii)

C:-All of the above (i), (ii) and (iii)

D:-Only (i) and (iii)

Correct Answer:- Option-C

Question99:-What are the various approaches of competency mapping?
(i) Assessment Centre
(ii) Critical Incidents technique
(iii) Interview technique
(iv) Questionnaires

A:-Only (ii) and (iii)

B:-Only (i) and (iii)

C:-Only (ii), (iii) and (iv)

D:-All of the above (i), (ii), (iii) and (iv)

Correct Answer:- Option-D

Question100:-What is meant by competency mapping?
(i) It is a process to identify key competencies for an organisation and a job
(ii) It is a behaviour rather than a skill
(iii) With a competency based job description, mapping the competencies can be done

A:-Only (ii) and (iii)

B:-All of the above (i), (ii) and (iii)

C:-Only (i) and (ii)

D:-Only (i) and (iii)

Correct Answer:- Option-B