**MCQ on Recruitment, Selection, and Training (Sem -3)**

*61. What does job evaluation seek?*

*–* ***Determining the relation worth of various jobs within the organization in monetary terms.***

*62. Which of the following includes one- on- one interaction amid the administrator and the participant?*

*–* ***Counselling***

*63. In Career planning of employees, strong vocational interest inventory and Lindsey study of values are tests used for –* ***Self assessment***

*64. The feedback in career planning, how well employees fit in future organizational plan, is classified as*

***Reality Check.***

*65. The type of career planning which prioritize the career of individuals over the needs of organization is classified as* ***Individual*** *–* ***centered******career******planning.***

*66. The series of position that a person occupies throughout the life regarding job is classified as* ***Career.***

*67. The self assessment test in which employees were asked about the preferences regarding occupation is classified as* ***Strong Vocational Interest Inventory****.*

*68. The* ***Success Syndrome*** *is a pattern in which the worker performs one assignment well and then has the confidence to take one and even more difficult assignment.*

*69. Balancing your life among the competent demand of work,* ***social life*** *and personal interest can help you advance your career. Without balance, a career person runs the risk of* ***burn out*** *and feeling that work is not worthwhile.*

*70. In a career development focus, providing support in employee development program is regarded as* ***managerial role.***

*71. The term career means -* ***a person work experience over course of their life.***

*72. The* ***Boundaryless Career*** *concept is best described as sequences of job that can be cross occupational organizational and geographic boundaries.*

*73. The* ***Off-Ramp careers*** *are predominantly female oriented career concept.*

*74. SHRM stands for –* ***Strategic Human Resource Management.***

*75. CIPD stands for –* ***Chartered Institute of Personnel And Development.***

*76. The characteristic of human resource are* ***Heterogeneous*** *in nature.*

*77.* ***Confidential report*** *is a traditional method of performance appraisal whereby the report is normally not disclose to employees.*

*78.* ***Horn*** *effect influence consideration of a negative factor to rate the employee.*

*79.* ***BARS (Behaviorally anchored rating scales)*** *technique is least susceptible to personal bias.*

*80.* ***Human resource planning*** *is a process of estimating future manpower need of the organization.*

*81. HRM ensures the availability of competent* ***Manpower.***

*82. HR managers need to align HRM policies with* ***corporate*** *strategy.*

*83. Higher employee turnover take place among* ***high*** *achiever.*

*84. In* ***understudy position*** *method of training subordinate is trained to perform the responsibility and duties of the superior.*

*85. Competency* ***mapping*** *is a process of identifying key competencies required for undertaking organizational task.*

*86****. Downsizing*** *refers to planned eliminatio0n of position or jobs.*

*87. Employee* ***empowerment*** *involves giving employee the autonomy to take right decision.*

*88.* ***Personnel management*** *of the following terms was also used before the language of modern HRM.*

*89.* ***Succession planning*** *is all about developing a leadership substitute.*

*90. Succession planning process –*

1. ***Identify key business area and position***
2. ***Ascertaining competencies for key area and position***
3. ***Identify interested and potential candidate and assess them as per the competencies***
4. ***Development and implementation of succession strategies***
5. ***Evaluate effectiveness***

*91.* ***Grievance*** *is feeling of injustice at work place.*

*92.* ***Human relation*** *is a process of an effective motivation of individuals in a given situation to achieve a balance of objective.*