

**MCQ For BHEL (Executive Trainee HR 2019)**

1. The Methods of moving the employee from one jobs to another is known as....
- Job analysis
  - Job evaluation
  - Job rotation
  - Development programme.

Ans: c

2. A transport manager understands that the drivers only see the road, but they fail to watch and look. Why it's happening?
- Lack of Interest.
  - Stress.
  - Lack of Motivation.
  - All of these

Ans: b

3. How many years of continuous service required to avail the gratuity?
- 3
  - 4
  - 5
  - 6

Ans: c

4. Training evaluation criteria include all except----
- Reactions
  - Learning
  - Results
  - Relevance

Ans: d

5. Which of the benefit is fringe benefit provided to employee?
- Pension
  - Payment for time not worked.
  - Christmas Bonus
  - All of these

Ans: c

6. A smart worker accomplishes his task and target in a much earlier period, and so he leaves the office much before the working hours and come late to office. What is the impact of his attitude and act?
- Demotivate Peers.
  - Peers start going for lunch early.
  - Motivate peer to achieve target early.
  - Change the company Rules.

Ans: d

7. Vestibule training is also known as ...
- Training center training
  - Jon Instruction Training
  - Apprentice Training

- d. Simulation Training  
Ans: d
8. If the factory employ more than 1000 workers, they should appoint qualified ..... to carry out the prescribed duty.
- Safety officer
  - Welfare officer
  - Security officer
  - None of these
- Ans: a
9. The term "Sabbatical" is connected with-----
- Paid Leave for study
  - Paternity Leave
  - Maternity Leave
  - Quarantine Leave
- Ans: a
10. You are a team leader. What would you first do if the work of one of your subordinate team member are not up to the expectations?
- Training on the job
  - Off the job Training
  - Retrenchment
  - Appraise to find the Reason.
- Ans: d
11. Which of the following best describe the legal term amicus curiae?
- To be certified
  - Friends of the court
  - At one's own risk
  - On what authority
- Ans: b
12. At the time of joining which of the following definitely required.
- Relieving order from previous employer
  - Last pay slip
  - Address Proof
  - All of these
- Ans: d
13. Employee orientation Programme should be the concern of which department...
- A special orientation unit
  - Top Management
  - The HR Department
  - Both HR Department and Supervisor
- Ans: c
14. A Leader who inspire the subordinate through his vision and energy is known as .....
- Transactional Leader

- b. Transformational Leader
- c. Autocratic Leader
- d. Participative Leader

Ans: a

15. Which of the following is not the performance appraisal method...?
- a. 360-degree appraisal method
  - b. Factor comparison Method
  - c. Graphic Scale Method
  - d. Critical incident Method
  - e. Ans: b