

# JL TEST Conducted By JobLana

## Section 4- HR

1- The types of testing used in employee selection includes

- A. personality tests
- B. ability tests
- C. integrity testing
- D. all of above

2- The personality oriented integrity tests and the overt integrity tests are considered as types of

- A. controversial tests
- B. ability tests
- C. personality tests
- D. honesty and integrity testing

3- The following is (are) concerned with developing a pool of candidates in line with the human resources plan

- A. Development
- B. Training

C. Recruitment

D. All of the above

4- The tests used in employee selection which measures the abilities such as mathematical reasoning, thinking and verbal ability are classified as

A. physical ability tests

B. psychomotor tests

C. cognitive ability tests

D. work sample tests

5- In a re-engineering programme, when a process changes so does the \_\_\_\_\_ of the concerned employee.

A. Designation

B. Job profile

C. Qualification

D. Job experience

6- Performance development plan is set for the employee by his \_\_\_\_\_

A. Employer

B. Department Head

- C. Immediate boss
- D. Any of the above

7- The three important components in aligning business strategy with HR practice:

- A. Business Strategy, Human Resource Practices, Organisational Capabilities
- B. Marketing Strategy, Human Resource Practices, Organisational Capabilities
- C. Business Strategy, Human Resource Practices, Organisational structure
- D. Marketing Strategy, Human Resource Practices, Organisational structure

8- The \_\_\_\_\_ programme once installed must be continued on a permanent basis.

- A. Recruitment
- B. Job evaluation
- C. Training & Development
- D. All of the above

9- In selection of assembly line workers, the test which is used to measure the manual dexterity for the selection is classified as

- A. Myers-Briggs test
- B. personality oriented integrity test
- C. Macquarie cognitive test
- D. functional capacity test

10- The type of tests which are not the part of ability test are

- A. Myers-Briggs test
- B. psychomotor tests
- C. physical ability tests
- D. work sample tests

