



الجامعة السعودية الإلكترونية
Saudi Electronic University

College of Administrative and Financial Sciences (CAF)

MID-TERM EXAMINATION

Second Term 2016-17

MGT 211-Human Resource Management

Time: 60 Min.

Max Marks: 25

Student Name:- _____

Student I.D.NO: _____ **CRN:** _____

Branch: _____ **Date:** _____

Total Points: **25 Points**

Multiple Choice Questions _____ / 10

Short Answers _____ / 9

Essay _____ / 6

Section – I

Answer all questions on the same Question paper. (10×1 = 10 Marks)

1. The three important components in aligning business strategy with HR practice.
 - a. Business Strategy, Human Resource Practices, Organizational Capabilities
 - b. Marketing Strategy, Human Resource Practices, Organizational Capabilities
 - c. Business Strategy, Human Resource Practices, Organizational structure
 - d. Marketing Strategy, Human Resource Practices, Organizational structure

2. During which of the following stage, the firm plans the proposed changes into practice.
 - a. Clarification
 - b. Monitoring
 - c. Assessment
 - d. Design

3. The process which is continuous and stops only when the organization ceases to exist.
 - a. Training
 - b. Job evaluation
 - c. Hiring
 - d. All of the above

4. The Drug-Free Workplace Act of requires federal contractors to actively pursue a Drug-free environment.
 - a. 1990
 - b. 1988
 - c. 1960
 - d. 1999

5. can be defined as a written record of the duties, responsibilities and conditions of job.
 - a. Job description
 - b. Job specification
 - c. Job profile
 - d. None of the above

6. Age Discrimination in Employment Act of 1978 increased mandatory retirement age from.
 - a. 40 to 55.
 - b. 65 to 70.
 - c. 60 to 65.
 - d. 70 to 80.

7. Which of the following is NOT a constraint on recruiting efforts.
 - a. Organizational image
 - b. Job attractiveness.
 - c. Internal organizational policies.
 - d. Cultural Influence.

8. Which is NOT a job analysis method.
 - a. Observation
 - b. Individual Interview
 - c. Group Interview
 - d. Inter-team brainstorming

9. Multiple Choice Questions A typical HR department has responsibility for transactional work, which is developing solutions that benefit employee work groups, like resolving employee performance issues or work-group conflict.
 - a. Professional employer organization
 - b. Employee development
 - c. Willingness
 - d. Integrity

10. Multiple Choice Questions The following is the arm of the federal government empowered to handle discrimination in employment cases.
 - a. Fair Employment Commission
 - b. Fair Labor Standards Commission
 - c. Equal Employment Opportunity Act
 - d. None of Above

