

———— Guide for Human Resource Management - IC - 90

**Key for Fellowship Examination**

# **Guide for Human Resource Management**

**(Paper No. IC - 90)**

**Authored by:**

**Dr. Rakesh Agarwal**

B.Com(H), M.Com(BIM), L.L.B, PGJMC, M.B.A, F.C.A.,  
DISA, F.I.I.I, Ph.D

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MCQ Guide, Ebook, and Online Mock Test**

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**Phone:** 091-033-40078428/22184184/22696035

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## **Preface**

We are happy to launch the 1st Edition Guide for Human Resource Management (IC - 90).

It has revised the syllabus and now all the papers will be in Multiple Choice format.

We have covered thoroughly the whole syllabus prescribed by I.I.I and the questions and answers are given based on each chapter. The book has been prepared carefully to cover almost all types of questions that can be asked in exam.

We hope the candidates will find this book very useful in preparing for the examination. Please do go through the tips given in this book for clearing the exam successfully.

We are thankful to Shyam Agarwal, Associate Editor, The Insurance Times and Dr Abhijeet Chatteraj, for their valuable inputs in the book and their untiring effort in preparation of the guide.

Though we have tried to make this publication error free, if you come across any error please email us so that we can correct the same in next edition.

We wish you best of luck for the examination.

- Editor in Chief,  
R. G. Agarwala  
The Insurance Times

### Tips for passing the exam successfully

1. Plan out your study you do not leave any
2. We have covered qu options so that the cr candidates. Since th the exam it is not adv
3. Before appearing in questions in exam cc solving the questions
4. Do not consult too m you will confuse ever
5. When you view the not try to read all qu your time and if you question you will get
6. Read and read carefu as the question migh
7. Before deciding the and you will get the
8. Always keep some ti

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9. Once you complete re attempt for online mock well again go to the ch reattempt the questions
10. In the new pattern of c large so before answe carefully. A single nc construction may chan whether question is askir
11. When you receive the qu questions in which you a 40 out of 100 question you are confident of se you again start from be twice/thrice if you have c
12. As more and more exa MCQ pattern the level ( new trend has started wl answers are right. Out o the best option which be
13. Adopt Elimination techni option first try to figur absolutely wrong. So ge options to arrive at the c
14. Don't leave any question

### The Insurance Times

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no negative marking attempt at  
arrive at the most likely answer

15. In many questions you will find  
Most likely in such type of question  
be All the above. But again expect  
they may intentionally give this
16. Do not leave any chapter. If  
equally. MCQ questions are  
questions. At times it happens  
chapter many questions are  
chapter at your sole risk.
17. Along with this guide study together  
with this book including the  
assessing your preparation.
18. Relax, relax and relax while are  
If you will take strain then chances  
answer incorrectly even the question
19. Well we wish you Best of Luck  
hope you clear the paper in the

— | —

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# Multiple Choice Question/Answers

**CHAPTER - 1**

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**Introduction to Management  
Science**

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### Model Questions Bank

- 1. Management is a \_\_\_\_\_ that deals with the use of resources in an organization to achieve the objectives of the organization**  
A) Science                      B) Discipline  
C) Study                         D) None of the above
  
- 2. Management as a subject of study dates back 150 years but has been practiced as long as human life existed. Reference can be found in**  
A) Arthashastra                B) Chanakya Niti  
C) Vedic literature             D) Both a and b
  
- 3. The expression 'Line of Command' commonly used in Management is borrowed from**  
A) Ancient Scriptures        B) Military  
C) Both a and b                D) None of the above
  
- 4. Management of even a simple work needs some process to be followed starting with-**  
A) Responsibility  
B) Objective  
C) Planning

D) Resource Management

**5. The process to be followed for management encompasses the following:**

- A) Responsibility, Objective, Planning
- B) Resource Management and Organizing
- C) Supervision and Control
- D) All the above

**6. \_\_\_\_\_ finds out hitches and impediments in a management process at execution stage:**

- A) Supervision and Control
- B) Planning
- C) Resource Management
- D) Objective finalization

**7. Management Science deals with issues relating to managing \_\_\_\_\_.**

- A) Association
- B) Employees
- C) Group of persons and other resources
- D) School Children

**8. The basic resources of any organization are:**

- A) Men, Materials                      B) Machines, Money
- C) Minutes                                D) All the above

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**Answers**

**Chapter 1**

**Introduction to  
Management Science**

**Set - I**

1. A) Science
2. D) Both a and b
3. B) Military
4. A) Responsibility
5. D) All the above
6. A) Supervision and Control
7. C) Group of persons and other resources
8. D) All the above
9. A) Human Resource
10. D) All the above
11. D) None of the above
12. c. Management approach
13. b. Fayol's approach
14. A) Max Weber
15. C) Both the above
16. D) All the above
17. C) Division of labour
18. B) Hierarchy of positions
19. C) Impersonality
20. A) Primacy of merit
21. A) Max Weber
22. A) 1911
23. C) Engineering
24. D) Piece Rate System
25. D) All the above
26. C) F. W. Taylor
27. D) All the above
28. C) Both A and B
29. A) 25th Jan 1912.
30. A) Henri Fayol
31. D) Training of personnel
32. C) A or B
33. D) Responsibility
34. A) Integrity
35. D) All the above
36. A) True
37. A) Unity of command
38. C) Both A and B
39. A) Centralized
40. A) Unity of command
41. C) Equity
42. D) Henri Fayol
43. A) Emotional factors affected workers productivity more than economic, physical and environmental factors
44. D) All the above
45. A) Organizational Behavior
46. A) Systems Approach
47. D) Sub Systems
48. B) Closed System
49. A) Open System
50. B) Contingency Approach
51. A) Order

**Chapter 2**

**Planning**

**Set - I**

1. B) Purpose to be achieved
2. D) All the above
3. D) All the above
4. B) False
5. A) Chairman
6. C) Both a and b
7. C) Both and b
8. B) The objectives of