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Topic :- MCQ (Recruitment& Selection)

Recruitment & Selection - MCQs

1. Selection is _____ in its application as much as it seeks to eliminate as many unqualified applications as possible in order to identify the right candidates.

- a. Both negative and positive
- b. Positive
- c. Negative
- d. None of the above

2. Rejection of an applicant who would have succeeded is _____.

- a. False positive error
- b. True positive
- c. True negative
- d. False negative error

3. Which is the type of error in which failure is predicted and it happens?

- a. False positive error
- b. True negative
- c. False negative error
- d. True positive

4. Selection is now _____ and is handled by the human resource department.

- a. Unplanned
- b. Outsourced
- c. Centralised
- d. None of the above

5. Rearrange the following steps involved in the selection process.

- i. External environment
- ii. Internal environment
- iii. Preliminary interview
- iv. Selection test
- v. Employment interview
- vi. Reference and background analysis
- vii. Selection decision
- viii. Physical examination
- ix. Job offer
- x. Employment contract
- xi. Evaluation

- a. xi, x, ix, viii, vii, vi, v, iv, iii, ii, i
- b. i, ii, iii, iv, v, vi, vii, viii, ix, x, xi
- c. v, i, xi, ii, iv, ix, iii, vi, viii, x, ix, vii
- d. i, iii, iv, v, vii, ix, xi, ii, vi, viii, x

6. Which test assesses an individual's achievement and motivational levels?

- a. Thurstone Temperament Survey
- b. Minnesota Multiphasic Personality
- c. Thematic Apperception Test
- d. Guilford - Zimmerman Temperament Survey

7. A test that seeks to predict success or failure through one's handwriting is _____

- a. Polygraph
- b. Graphology
- c. Grammatologist
- d. None of the above

8. Which country uses the graphology test to select candidates?

- a. U.S
- b. India
- c. Germany
- d. China

9. Which tests are designed to ensure accuracy of the information given in the applications?

- a. Graphology test
- b. Interest test
- c. Grammatology test
- d. Polygraph test

10. Who used the graphology technique first and in which year?

- a. Jean - Hippolyte in 1830
- b. Elaine Quigley in 1893
- c. Jean Charles Gille in 1907
- d. Alfred Binnet in 1920

11. In _____, the interviewer uses pre-set standardised questions which are put to all applicants.

- a. Unstructured interview
- b. Structured interview
- c. Behavioural interview
- d. Mixed interview

12. _____ occurs when an interviewer judges an applicant's entire potential for job performance on the basis of a single trait, such as how the applicant dresses or talks.

- a. Stress producing
- b. Halo - effect
- c. Unstructured
- d. None of the above

13. Which of the selection steps is the most critical?

- a. Physical examination
- b. Selection decision
- c. Reference and background checks
- d. Employment interviews