

# HR Exam Question and Answer Paper For Competitive Exam

• [February 3, 2013](#)

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**Q1: Which one of the following is not a valid Wage Theory?**

- A. The Just Wage Theory
- B. Subsistence Theory
- C. Standard of Living Theory
- D. Best Wage Theory

Correct Answer: D

**Q2: Which one of the following would qualify to be a strategic HRM activity?**

- A. Administer Wage & Salary Programmes
- B. Prepare Staffing Plans
- C. Determine the level & type of Performance that is crucial for firm's growth
- D. Use specific job skill training

Correct Answer: C

**Identify which one is an added specific goal of human resource management**

- a) Retraining
- b) Learning
- c) Unlearning
- d) Separating

**Identify the top most goal of human resource management**

- a) Legal compliance
- b) Competitive edge
- c) Work force adaptability
- d) Productivity

**To achieve goals organizations require employees**

- a) Control
- b) Direction
- c) Commitment
- d) Cooperation

**Human resource management helps improve**

# Test Questions For California Personnel Specialist

**Mark Steyvers**



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