

**SZABIST
(HRM)
Sample Question Paper**

Total Marks: 100

Time: 90 Min.

The Entrance Test will comprise of online multiple choice questions (MCQs). You will select one answer from the choices given. Different questions will be asked from each of the following areas:

1. English (30)
2. General Maths (30)
3. Subject (40)

SECTION I-ENGLISH

a) SYNONYMS

Each question below consists of a word printed in capital letters, followed by a choice of words or phrase. Choose the word or phrase that is nearest in meaning (synonym) to the word in capital letters. You will be given 5 such items.

Example:

OBSCURE

- a. outspoken
- b. conclusion
- c. hidden
- d. kindered
- e. none of the above

The correct answer is (c)

b) ANTONYMS

Each question below consists of word printed in capital letters, followed by a choice of words or phrase. Choose the word or phrase that is most nearly opposite in meaning (antonym) to the word in capital letters. You will be given 5 such items.

Example:

AFFILIATE

- a. honor
- b. cut away

- c. associate oneself
- d. feign
- e. none of the above

The correct answer is (b).

c) SUBSTITUTE WORDS

Each problem in this part consists of a sentence in which one word or phrase has been underlined. From the choices given, you should choose the one word or phrase, which could be substituted for the underlined word or phrase without changing the meaning of the sentence. You will be given 5 such items.

Example:

The frown on the man's face showed that he was displeased.

- a. look of fear
- b. look of anger
- c. look of delight
- d. look of surprise
- e. none of the above

The correct answer is (b)

INCOMPLETE SENTENCES

In this part each problem consists of an incomplete sentence. From the choices given, you should find the one choice which best completes the sentence. You will be given 5 such items.

Example:

Because the United States has little tin, ----- produced in the rest of the world.

- a. tin is used
- b. it uses tin
- c. uses of tin
- d. uses tin
- e. none of the above

The correct answer is (b).

CONFUSED WORDS

In this part, you will be given sentences with frequently confused words (words that sound similar). You will be required to identify the correct word for each sentence. You will be given 5 such items.

Example:

To be successful one must _____ a certain amount of stress.

- a. accept
- b. except

The correct answer is (a)

COMPREHENSION

In this part you will be given a series of written (sentences, short paragraphs etc.). This is followed by questions about the meaning of the material. You are to choose the one best answer to each question from the choices given. You will be given 5 such items

Example:

Read the following simple passage.

Marianne Moore was born in St. Louis in 1887 and graduated from Bryn Mawr College in 1909. She taught stenography for a few years and then worked as a librarian in New York. She was a member of the editorial staff of the famous literary magazine the Dial from 1925 to 1929. Although a book of her poems titled Observations was published in America in 1924, Miss Moore has only recently the full acclaim she deserves.

When did Miss Moore graduate from college?

- a. 1887
- b. 1909
- c. 1925
- d. 1924
- e. none of the above

The correct answer is (b).

SECTION II-GENERAL MATHS

WORD PROBLEMS

In this section, you are required to solve word problems, and then decide which is the best of the choices given. You will be given 5 such items.

Example:

The average weight of 3 boys is 53 pounds. Not one of these boys weighs less than 51 pounds.

What is the maximum possible weight in pounds, of any one boy?

- a. 53
- b. 55
- c. 57
- d. 60
- e. none of the above

The correct answer is (c)

NUMBER SERIES

This part consists of a series of numbers. Work out the pattern and identify the next number in

the series. You will be given 5 such items.

Example:

2,8, 18, 32, 50, 72 -----

- a. 74
- b. 80
- c. 88
- d. 98
- e. none of the above

The correct answer is (d)

ARITHMETIC

This part consists of quantitative (arithmetic) problems. You have to choose the correct answer. You will be given 5 such items.

Example:

$$3 [4 - (8 + 2)] =$$

- a. -12
- b. -18
- c. 6
- d. 12
- e. none of the above

The correct answer is (b)

ALGEBRAIC PROBLEMS

In this part of the test you will be give algebraic problems with a choice of solutions. You will be given 5 such items.

Example:

$$a+b =$$

b

- a. a
- b. a + b
- b

- c. a + 1
- b

- d. a² + 1
- e. none of the above

The correct answer is (c)

Subject (Human Resource Managment)

1. Human resource management is:

- (a) an entirely new approach to managing people
- (b) another name for personnel management
- (c) the same as human capital management
- (d) a perspective on personnel management
- (e) None of the above

The Correct answer is (d)

2. The matching model of HRM:

- (a) links HRM with personnel management
- (b) emphasizes that HRM systems should be integrated with organizational strategy
- (c) suggests that HR policies should be matched with the interests of both management and employees
- (d) focuses on the need to gain the commitment of employees
- (e) None of the above

The Correct answer is (b)

3. The most common criticism of HRM is that:

- (a) it is manipulative
- (b) it is more concerned with business performance than people
- (c) it treats people as mere factors of production
- (d) it promises more than it delivers
- (e) None of the above

The Correct answer is (b)

4. Which of the following comments about HRM is the most perceptive?

- (a) 'A wide and contradictory variety of regenerative initiatives have been introduced under the name of HRM and force-fed to a battered, bewildered and defensive workforce and a newly confident management.' (Keenoy and Anthony, 1992)
- (b) 'The heralded outcomes (of HRM) are almost always unrealistically high.' (Mabey *et al*, 1998)
- (c) 'At the heart of the (HRM) concept is the complete identification of employees with the aims of the business – employee involvement but on the company's terms.' (Fowler, 1987)

(d) 'HRM is too important to be left to personnel managers.' (Guest, 1991)

(e) None of the above

The Correct answer is (d)