

Subject Name: Human Resource Accounting and Auditing

Class: T.Y. BMS (HR Specialization) (Sem- VI)

Subject Teacher: Ms. Janvi Ailani

1. When the cost incurred on recruiting, training and developing the employees is considered for determining the value of employees, it is called _____ a) Historical Cost Approach b) Opportunity cost approach c) Replacement cost approach d) Labour Market model
2. The opportunity cost approach in human resource accounting was introduced by _____ a) Hekimian and Jones b) Adam Smith c) Michael John d) Likert
3. The aggregate payment approach in human resource accounting was developed by _____ a) Jones b) S. K. Chakraborty c) Hekimian d) Likert
4. The value of human resources is the function of the average salary of the employees and their average employment tenure in the organization. This is the essence of the _____ a) Economic value model b) Capitalisation of salary c) aggregate payment model d) Distributive Justice Model
5. Fixing the value of an employee depending upon his productivity, promotability transferability and retainability is the core of the _____ a) stochastic reward valuation model b) Valuation model c) aggregate payment model d) Capitalisation of Salary .
6. In 1960s _____ along with the other social researchers made an attempt to define the concept of Human Resource Accounting. A) Rensis Likert b) Maslows c) Smith d) Zethimal
7. The main aim of HRA is to depict the potential of HR in monetary terms, while preparing the organization's _____ a) Balance sheets b) financial statements. c) Marketing Schedule d) Annual report
8. _____ refers to the costs incurred in acquiring the right man for the right job at the right time and in right quantity. A) Acquisition cost b) Replacement cost c) Training Costs d) Opportunity costs
9. _____ includes the costs of application blanks, administrative costs of processing applications as well as conducting tests. a) Selection costs b) Recruitment costs c) placement cost d) opportunity costs
10. _____ training cost refers to the costs incurred in conventional training for the orientation of an individual. So that he can operate the work. A) Informal b) Formal c) On the job d) off the job

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11. _____ is the compulsory contributory fund for the future of employees after their retirement or for their dependents in case of their early death. A) Provident fund b) Pension c) Gratuity d) Insurance Premium
12. _____ does not provide any scope for furnishing any significant information about human resources in financial statements. a) The Indian companies Act b) Minimum Wages Act c) Payment of wages Act d) Employee provident fund Act
13. The _____ provides assurance benefit to employees along with PF benefit. A) EDLI b) ESOP c) Pension d) ESOS
14. Gratuity is calculated as _____ a) Basic + DA/26* no. of years of service*15 b) Basic + DA/26* no. of years of service*25 c) Fixed + DA/26* no. of years of service*15 d) Variable + DA/26* no. of years of service*15
15. TDS deduction is carried out under _____ of the income tax act, 1961. A) section 192 b) Section 190 c) Section 198 d) Section 80
16. _____ method indicates that the present value of total future earnings of homogeneous group of employees is estimated. A) Capitalisation of salary b) Economic Value model c) Replacement model d) labour market model
17. EVA is the theory developed and trademarked by _____ a) Stern Steward and Co. b) Jones c) Smith d) Keth Davis
18. There is no opportunity cost for the employees that are available in _____. a) Abundant b) Scarce c) with skills d) with experience
19. Lack of management commitment is one of the _____ of HR audit. A) limitation b) Benefit c) factor d) determinant
20. Process of HR audit includes _____ steps. A) Six b) Seven c) Eight d) five
21. _____ is the one in which auditors use standards set by an outside company as benchmark. A) Outside authority approach b) Survey approach c) Inter Industry Approach d) Market standard approach
22. _____ is used by an employee to put a candidate under intense pressure for assessment. a) Structured Interview b) Unstructured Interview c) Stress interview d) Observation method
23. Drawing inferences from various senses that are seen and are heard off is done in

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- _____ a) Observation method b) Survey method c) Feedback method
d) Delphi Technique
24. Database to be maintained for the information of part time and full time employees is done through _____ a) MIS b) HRIS c) EDI d) RFID
25. HR audit involves the measurement of Cost and _____ of the people in the organization. A) value b) Objectives c) policies d) mission statement
26. _____ helps in quantifying the problems and understand the customers in better and qualitative way. A) Statistical approach b) TQM based interventions c) Survey
d) Internal quality approach
27. Certificate education program is offered by _____ in HRD audit. A) TVRLS b) VRL c) TRVS d) RLS
28. Valuation of Human resources can be done through _____ methods. A) monetary and non-monetary b) Qualitative and quantitative methods c) Primary and secondary objectives d) Basic and additional methods.
29. Expected realisable value method is a type of _____ a) realizable methods b) Non-monetary methods c) monetary methods d) non-realizable methods
30. There is _____ of industry standard for human valuation. A) Absence b) Presence
c) excess d) benchmark
31. Monetary methods consider the _____ of human resources. A) economic value
b) non- economical value c) assets d) shareholders value
32. Opportunity cost method is a _____ of human resources. A) Primary method
b) monetary method c) non-monetary method d) Secondary method
33. _____ refers to the collective capability, knowledge and skills of the people that are employed by an organization. A) Human capital b) Policies c) Human values
d) objectives
34. Decrease in value of assets is called as _____ a) decapitalization b) devaluation
c) depreciation d) devestment
35. Capability of change is one of the factors considered for success of _____ a) Intervention of HR audit b) HR linkages c) HR based system d) HR accounting
36. The concept of _____ refers to the sacrifice that would have to be incurred

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today to replace a person with a substitute capable of providing a set of services equivalent to the individual being replaced. . A) Personal Replacement Cost b) outlay cost c) Actual Costs d) standard costs

37. _____ is based on the economic concept of recognising humans as wealth-providing sources of income, and relies on measurement of such wealth as a present value of future income streams. A) Lev and Schwartz model b) Jaggi and lau method c)Valuation Method d) Scanlon model

38. Human resource could not be placed in any formats of _____

A) Policies B) financial statements c)Standards d) None of the above

39. There are ___ stages in the historical development of Human resource accounting.

A) 3 B) 4 C) 5 D) 6

40. ___ stage of human resource accounting was purely academic research based process.

A) 4 B) 2 C) 3 D) 1

41. ___ stage is for viability of the various research papers submitted in previous stage

A) 2 B) 4 C) 3 D) 6

42. ___ stage shows a wide acceptability of the theory at international level.

A) 3 B) 4 C) 5 D) 6

43. ___ Stage shows a decline of popularity at international level.

A) 3 B) 4 C) 5 D) 6

44. ___ stage shows a renewed vigour by economists and capitalist to treat employee as an asset and not a machine.

A) 3 B) 4 C) 5 D) 6

45. _____ refers to the costs incurred in acquiring the right man for the right job at the right time and in right quantity. A) Acquisition cost B) Replacement Cost C) Opportunity Cost D) Cost of Capital

46. The cost of selection depends upon the _____ for which the person is being selected

A) position B) System C) Policies D) mission statement

47. Jaggi and Lau Model, values the human asset on a group basis. Such group implies-----

a) Heterogeneous employees b) Homogeneous employees c) dependent employees d) Interns

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48. ----- Human Resource Accounting approach assumes that the super normal profit is generated in organization because of Exclusive Human Resource and not due to any other resources. a) Unpurchased Goodwill Method b) Historical Cost Method

c) Replacement Cost Method d) opportunity cost method

49. _____ process gives more optional allocation of personnel and a quantitative base for planning, evaluating and developing human assets of the firm. a) Bidding b) Complex c) lengthy d) Accounting

50. EDLI stands for _____ a) Employees' Deposit Linked Insurance Scheme

b) Employer Deposit Linked Insurance Scheme c) Employees' Deposit linked Investment Scheme d) Employer Deposit Liked Investment Option