Exam Name - Directorate in Human Resource Management (DHRM)™

Sample Exam

1. The Delphi technique, used in HR forecasting, is characterized by:

    A. Time series trends

    B. Regression analysis

    C. Expert consensus through multiple rounds

    D. Moving average models

    Answer **C**

2. Job analysis primarily identifies:

    A. Required equipment

    B. Job responsibilities and qualifications

    C. Salary scales

    D. Promotional paths

    Answer **B**

3. Which acronym describes a tool for analyzing managerial-level positions?

    A. MPDQ – Management Position Description Questionnaire

    B. MBTI

    C. SWOT

    D. KPI

    Answer **A**

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4. What is the correct sequential order for training programs?

A. Assess needs → Set objectives → Design → Implement → Evaluate

B. Implement → Design → Evaluate → Assess → Objectives

C. Design → Assess → Implement → Objectives → Evaluate

D. Set objectives → Assess needs → Design → Implement → Evaluate

Answer **A**

5. Workforce planning primarily aims to ensure: :

A. Promotion fairness

B. Right mix and number of people for future needs

C. Attendance monitoring

D. Uniform compensation

Answer **B**

6. In operations management, scheduling is best described as:

A. Assess relative worth of jobs for equitable pay

B. Set performance standards

C. Onboard new hires

D. Track attendance

Answer **A**