

UNIVERSITATEA DIN PITEŞTI
FACULTATEA DE ȘTIINȚE ECONOMICE ȘI DREPT

SPECIFIC KNOWLEDGE TEST FORM
ADMISSION TO MASTER STUDY PROGRAMS – SESSION: SEPTEMBER 2018 SESSION
THE FIELD OF MASTER STUDIES: MANAGEMENT

<p>1. Empirical stage, the first stage of the development of Human Resources Management, is characterized by the following:</p> <ul style="list-style-type: none"> a) it happens between the two world wars; b) it's based on intuition, common sense, tradition and experience; c) it belongs to the peak of capitalism; d) it shows more concern regarding the achievement of organizational goals. 	<p>6. The basis of Abraham Maslow's motivational pyramid is formed by:</p> <ul style="list-style-type: none"> a) the basic, physiological needs; b) the love/belonging needs ; c) the safety needs; d) the esteem neds.
<p>2. Which of the following Human Resources strategies is differentiated according to the degree of dependence on the company' strategy?</p> <ul style="list-style-type: none"> a) the value-oriented strategy; b) the survival strategy; c) the corrective strategy; d) the specialization strategy. 	<p>7. The Employees' Professional Development is aimed at:</p> <ul style="list-style-type: none"> a) acquiring theoretical and practical knowledge; b) acquiring new skills and techniques to ease their work; c) assuming greater responsibilities in current positions; d) carrying out a professional career plan.
<p>3. The Employee's Relations Policy of a company refers to:</p> <ul style="list-style-type: none"> a) the mutual relations between employees; b) safe and healthy jobs; c) employees' right to be informed about their obligations, including the consequences of non-compliance with discipline; d) social insurance. 	<p>8. The Continuous Training is aimed at:</p> <ul style="list-style-type: none"> a) obtaining a bachelor's degree in a certain field; b) developing competences for a career advancement through the training system; c) the individual evolution of the employee; d) establishing new human contacts and acquiring new experiences.
<p>4. The Human Resource Planning means any reasonable and planned effort to ensure:</p> <ul style="list-style-type: none"> a) the recruitment of a sufficient and adequate staff; b) the assessment of staff performance; c) the career of human resources; d) the retirement of human resources. 	<p>9. Organizational Career Planning involves:</p> <ul style="list-style-type: none"> a) developing the human resources needs; b) identifying the individual's potential; c) calling for a career counseling; d) promoting your own image.
<p>5. Among the advantages of Internal Recruitment are:</p> <ul style="list-style-type: none"> a) it causes the occurrence of successive vacancies; b) attracting candidates is more difficult; c) the employers are more aware of the employees' strengths and weaknesses; d) the employees' hope for promotion does not materialize. 	<p>10. An effective career involves the cumulative fulfillment of two conditions:</p> <ul style="list-style-type: none"> a) discontinuity and stability; b) instability and continuity; c) continuity and stability; d) rhythmicity and professionalism.

Date

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Name and Surname

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Signature

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