

**UNIVERSITATEA DIN PITEȘTI**  
**FACULTATEA DE ȘTIINȚE ECONOMICE ȘI DREPT**

**SPECIFIC KNOWLEDGE TEST FORM**  
**ADMISSION TO MASTER STUDY PROGRAMS – SESSION: SEPTEMBER 2019 SESSION**  
**THE FIELD OF MASTER STUDIES: MANAGEMENT**

1. Among the advantages of Internal Recruitment are: 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.	6. Empirical stage, the first stage of the development of Human Resources Management, is characterized by the following: 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.
2. The Employee's Relations Policy of a company refers to: 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.	7. Which of the following Human Resources strategies is differentiated according to the degree of dependence on the company' strategy? a) the value-oriented strategy; b) the survival strategy; c) the corrective strategy; d) the specialization strategy.
3. The Human Resource Planning means any reasonable and planned effort to ensure: 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.	8. The basis of Abraham Maslow's motivational pyramid is formed by: a) the basic, physiological needs; b) the love/belonging needs ; c) the safety needs; d) the esteem neds.
4. Organizational Career Planning involves: a) developing the human resources needs; b) identifying the individual's potential; c) calling for a career counseling; d) promoting your own image.	9. An effective career involves the cumulative fulfillment of two conditions: a) discontinuity and stability; b) instability and continuity; c) continuity and stability; d) rhythmicity and professionalism.
5. The Employees' Professional Development is aimed at: 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.	10. The Continuous Training is aimed at: 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.

Date

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Name and Surname

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Signature

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