

UNIVERSITATEA DIN PITEȘTI
FACULTATEA DE ȘTIINȚE ECONOMICE ȘI DREPT

SPECIFIC KNOWLEDGE TEST FORM
ADMISSION TO MASTER STUDY PROGRAMS – SESSION: 2020 SESSION
THE FIELD OF MASTER STUDIES: MANAGEMENT

<p>1. 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>6. 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>2. 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>7. Which of the following Human Resources strategies is differentiated according to the degree of dependence on the company's 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>3. 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 needs.	<p>8. 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>4. 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>9. 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.
<p>5. 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>10. 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.

Date

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Name and Surname

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Signature

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