



Free Questions for CMAPRA19-E01-1 by dumpshq

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Question 1

Question Type: DragDrop

Which area of a Finance Manager's job role do the following tasks fit into?

Place the appropriate role against the task.

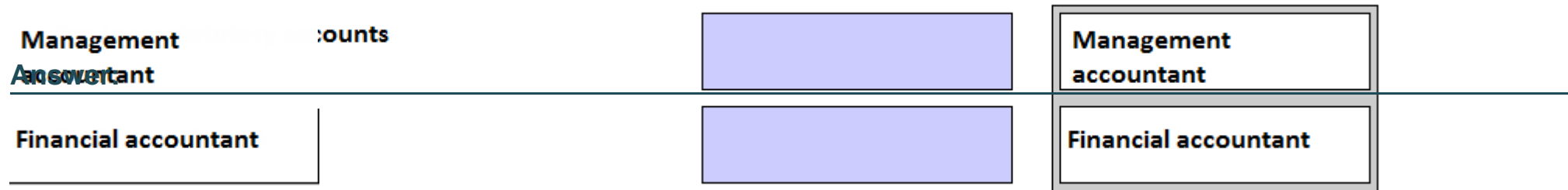
Reporting	a safe at the end of the		Reporting
Stewardship	ists to support a bank		Stewardship
Recruitment	ventory counts		Recruitment
Stewardship	-keeping staff		Stewardship

Answer: Reporting, Stewardship, Recruitment, Stewardship

Question 2

Question Type: DragDrop

Place 'Management accountant' or 'Financial accountant' next to each of the following statements according to which applies.



Question 3

Carries out forecasting and planning

Question Type: DragDrop

Produces information mainly for internal use

Arrange the stages of the product life-cycle in the correct order.

Decline		Decline
Introduction		Introduction
Growth		Growth
Maturity		Maturity

Question 4

Question Type: MultipleChoice

At his recent appraisal CD discussed his development needs with PQ, his line manager. In particular CD has said that he would like the opportunity to take on more responsibility. Which of the following job design techniques could PQ use to support CD's development?.

Options:

- A- Job enlargement
- B- Job enrichment
- C- Job significance
- D- Job rotation

Answer:

B

Question 5

Question Type: MultipleChoice

In preparation for GD Company's annual people resourcing meeting, PR is creating the HR Plan for the Finance Directorate. He is currently collecting information for the second stage of the plan i.e. Internal Analysis. Which THREE of the following will PR need information about for this stage?

Options:

- A- Levels of absenteeism
- B- Identification of shortages of staff
- C- Turnover of staff
- D- Identification of excess staff
- E- Staff potential
- F- Population trends

Answer:

A, C, E

Question 6

Question Type: MultipleChoice

A management accountant vacancy has arisen in the Finance Department of HJ Company. The Finance Manager is preparing the necessary paperwork for the recruitment process and is currently working on the person specification. He has contacted the company's Human Resource Department to ask for advice on which THREE of the following he should include in the person specification:

Options:

- A- The purpose and title of the job
- B- Attainments
- C- The job environment
- D- Special attributes
- E- Background and circumstances
- F- Salary range

Answer:

B, D, E

Question 7

Question Type: MultipleChoice

Workforce flexibility takes a number of different forms. Which of the following achieves flexibility where employees have the ability to move between tasks as and when required by the organisation?

Options:

- A- Shift system flexibility
- B- Numerical flexibility
- C- Functional flexibility
- D- Temporal flexibility

Answer:

C

Question 8

Question Type: MultipleChoice

Which one of the following is NOT part of the role of Human Resource Management?

Options:

- A- Being concerned with operational and strategic people issues.
- B- Regarding the line manager's role as transactional with an emphasis on negotiation.

- C- Recognising employees are motivated by consent and involvement.
- D- Viewing employees as assets of the organisation.

Answer:

B

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