

Learning Sessions

20 True / False | CAIIB Human Resource Management (HRM) 2026: Complete Guide, Recollecte

IIBF - Revision - CAIIB Human Resource Management (HRM) 2026: Complete Guide, Recollecte

Study more at iibf.store • YouTube: Learning Sessions • WhatsApp your course name to 8360944207 for daily updates

20 True or False

Decide, then check the answer and reason below each statement.

Question 1

The CAIIB Human Resource Management paper is an elective subject under the CAIIB qualification.

TRUE

Candidates select HRM as their specialised elective after clearing the compulsory CAIIB papers.

Question 2

In Herzberg's theory, salary and job security are classified as motivators rather than hygiene factors.

FALSE

Salary and job security are hygiene factors; motivators are things like achievement and recognition.

Question 3

Maslow placed self-actualisation as the lowest need in his need-hierarchy theory.

FALSE

The lowest need in Maslow's hierarchy is the physiological need, not self-actualisation.

Learning Sessions

20 True / False | CAIIB Human Resource Management (HRM) 2026: Complete Guide, Recollecte

IIBF - Revision - CAIIB Human Resource Management (HRM) 2026: Complete Guide, Recollecte

Question 4

Kotter's 8-step change model begins with creating a sense of urgency.

TRUE

Creating urgency is the first of Kotter's eight steps for successful organisational change.

Question 5

Kotter's change model concludes with creating urgency as its final step.

FALSE

Creating urgency is Kotter's first step; the final step is anchoring the change in the culture.

Question 6

The CAIIB HRM paper is widely known as a heavily numerical, calculation-intensive subject.

FALSE

HRM is largely conceptual and theory-based, with only occasional simple ROI-type calculations.

Learning Sessions

20 True / False | CAIIB Human Resource Management (HRM) 2026: Complete Guide, Recollecte

IIBF - Revision - CAIIB Human Resource Management (HRM) 2026: Complete Guide, Recollecte

Question 7

The three domains of learning are cognitive, psychomotor and affective.

TRUE

Cognitive covers knowledge, psychomotor covers physical skills, and affective covers attitudes.

Question 8

Psychomotor learning refers mainly to attitudes and emotional responses rather than physical skills.

FALSE

Psychomotor learning involves physical movement and coordination; attitudes fall under affective learning.

Question 9

Tuckman's stages of group development include forming, storming, norming, performing and adjourning.

TRUE

These five stages describe how a group typically develops over time.

Learning Sessions

20 True / False | CAIIB Human Resource Management (HRM) 2026: Complete Guide, Recollecte

IIBF - Revision - CAIIB Human Resource Management (HRM) 2026: Complete Guide, Recollecte

Question 10

Tuckman's model describes stages of individual skill learning rather than group development.

FALSE

Tuckman's model describes stages that a team or group goes through, not individual learning.

Question 11

Internal recruitment tends to be faster than external recruitment but limits the talent pool.

TRUE

Internal hiring speeds up the process and boosts morale but offers fewer candidate options.

Question 12

External recruitment is generally faster and cheaper than internal recruitment.

FALSE

External recruitment typically costs more and takes longer than promoting or moving staff internally.

Learning Sessions

20 True / False | CAIIB Human Resource Management (HRM) 2026: Complete Guide, Recollecte

IIBF - Revision - CAIIB Human Resource Management (HRM) 2026: Complete Guide, Recollecte

Question 13

An organic organisational structure is more flexible and decentralised than a mechanistic one.

TRUE

Organic structures have loose rules and adapt easily, unlike rigid mechanistic structures.

Question 14

A mechanistic organisational structure is known for being flexible and loosely governed by rules.

FALSE

A mechanistic structure is rigid and centrally controlled; flexibility describes an organic structure.

Question 15

Extrinsic motivation arises purely from a person's internal interest and personal satisfaction.

FALSE

Internal interest and satisfaction describe intrinsic motivation, not extrinsic motivation.

Learning Sessions

20 True / False | CAIIB Human Resource Management (HRM) 2026: Complete Guide, Recollecte

IIBF - Revision - CAIIB Human Resource Management (HRM) 2026: Complete Guide, Recollecte

Question 16

Intrinsic motivation comes from within a person, such as interest or satisfaction in the work itself.

TRUE

Extrinsic motivation, by contrast, comes from outside rewards like pay and recognition.

Question 17

Andragogy is the study of how adults learn, emphasising self-direction and practical relevance.

TRUE

Adult learners are described as self-directed, experience-driven and goal-oriented in this theory.

Question 18

Under Herzberg's theory, motivators such as recognition and growth do not affect performance at all.

FALSE

Herzberg held that motivators like recognition and growth actually drive higher performance.

Learning Sessions

20 True / False | CAIIB Human Resource Management (HRM) 2026: Complete Guide, Recollecte

IIBF - Revision - CAIIB Human Resource Management (HRM) 2026: Complete Guide, Recollecte

Question 19

Return on Investment (ROI) in HR measures the benefit of an initiative like training against its cost.

TRUE

ROI compares the value gained from an HR initiative, such as training, to what it cost to run.

Question 20

BPR diagnosis is the step where new business processes are launched without any prior analysis.

FALSE

BPR diagnosis analyses existing processes to find gaps and bottlenecks before re-engineering them.

Keep Learning with Learning Sessions

iibf.store

Mock tests, video classes, one-liners & PDFs — all in one portal.

YouTube: Learning Sessions

Subscribe for free daily video classes.

WhatsApp

8360944207

Send your course name for daily updates.