

KRA Practice Test Questions and Answers

1. What does KRA stand for in performance management?

- A) Key Risk Assessment
- B) Key Result Areas
- C) Knowledge Resource Application
- D) Key Responsibility Actions

2. How many KRAs should typically be included in a performance evaluation?

- A) 2-4 KRAs
- B) 5-8 KRAs
- C) 10-12 KRAs
- D) As many as possible

3. What is the primary purpose of defining KRAs for employees?

- A) To increase workload
- B) To clarify job expectations and measure performance
- C) To reduce employee autonomy
- D) To eliminate performance reviews

4. Which characteristic should a well-defined KRA have?

- A) Vague and flexible
- B) Specific and measurable
- C) Impossible to achieve
- D) Unchanged for years

Answers: 1-B 2-B 3-B 4-B

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