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PAST PAPERS BY WAQAR SIDDHU

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VU Answer

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The actions of people at work place are studied under which of the following discipline?

apni dua mai yad rakhna :)

VuAnswers.com

Answer (Please select your correct option)

Psychology

Organizational behavior

ok

Sociology

Anthropology

Made by: Waqar Siddhu

Reactive approach to overcome the influence of discriminatory practices occurred in the past is referred as:

apni dua mai yad rakhna :)

VuAnswers.com

Answer (Please select your correct option)

Equal employment opportunity

Affirmative action

ok

HR planning

Litigation process

Made by: Waqar Siddhu

Under which of the following role, manager discusses issues and bargains with other units to gain advantages for their own unit?

apni dua mai yad rakhna :)

VuAnswers.com

Answer (Please select your correct option)

Negotiator

ok

Spokesperson

Disseminator

Entrepreneur

Made by: Waqar Siddhu

“Ongoing process of managing & evaluating both the behavior & outcomes in the workplace” is known as:

VuAnswers.com

Answer (Please select your correct option)

Job analysis

Training & development

Performance appraisal

ok

Compensation management

Made by: Waqar Siddhu

Which of the following is NOT included in job description?

Job Identification

- job summary
- relationships, responsibilities, and duties
- authority of incumbent
- standards of performance
- working conditions
- job specifications

VuAnswers.com

Answer (Please select your correct option)

Job title

Job authority

Job competency

Job status

ok

Made by: Waqar Siddhu

The process by which people acquire skills & abilities required to perform jobs at hand, is known as:

VuAnswers.com

Answer (Please select your correct option)

Learning

Training

ok

Development

Need analysis

Made by: Waqar Siddhu

Who is responsible for hiring the wrong person for the particular job?

VuAnswers.com

Answer (Please select your correct option)

HR manager

ok

Regional manager

Regional head

CEO

Made by: Waqar Siddhu

Which of the following involves channeling the behavior of all personnel to accomplish the organization's mission and objectives while simultaneously helping them accomplish their own career objectives?

VuAnswers.com

Answer (Please select your correct option)

Planning

Organizing

Leading

ok

Controlling

Made by: Waqar Siddhu

Which of the following term is used to study the collective behavior of individuals within an organization?

VuAnswers.com

Answer (Please select your correct option)

Organizational culture

Organizational norms

Organizational behavior

ok

Organizational rules

Made by: Waqar Siddhu

Under staff authority, managers perform which of the following activities?

VuAnswers.com

Answer (Please select your correct option)

Give orders to subordinates

I think this

Practice authority provided by their upper heads for limited time period

Assist decision makers by providing them advices

Take decisions themselves

Made by: Waqar Siddhu

The framework of providing learning and experience to the employees in a definite time period to improve their job performance and growth, is referred to which of the following?

VuAnswers.com

Answer (Please select your correct option)

HRD (Human Resource Development)

ok

HRP (Human Resource Planning)

HRIS (Human Resource Information System)

SHRM (Strategic Human Resource Management)

Made by: Waqar Siddhu

Which of the following term is used to represent the shift in job position without any change in salary or grade?

VuAnswers.com

Answer (Please select your correct option)

Promotion

Transfer

ok

Demotion

Resignation

Made by: Waqar Siddhu

Which of the following depicts today's major barrier to career advancement of the working ladies?

VuAnswers.com

Answer (Please select your correct option)

- Top management is usually male oriented
- Lack of educational opportunities for women
- Common perception that woman can never be a better boss
- Difficulty in balancing the work and family life

ok

Made by: Waqar Siddhu

Performance is a function of:

VuAnswers.com

Answer (Please select your correct option)

Ability, effort, opportunity **ok**

Ability, expectancy, salary

Ability, skill, knowledge

Motivation, attractiveness, support

Made by: Waqar Siddhu

Company's financial statements represent which of the following?

VuAnswers.com

Answer (Please select your correct option)

Customer satisfaction

Material wastage

Monthly sales growth

ok

Product life-cycle

Made by: Waqar Siddhu

Organizations put maximum effort in measuring performance of organizational people because:

VuAnswers.com

Answer (Please select your correct option)

- It makes procedures cost effective
- It helps in ensuring legal compliance
- It assists in implementing new technology
- It leads to product innovation

ok

Made by: Waqar Siddhu

Which of the following is categorized as an indirect payment portion of employee compensation?

VuAnswers.com

Answer (Please select your correct option)

- Wages
- Bonuses
- Commissions
- Insurance

ok

Made by: Waqar Siddhu

Which of the following constraints should be considered while designing any pay plan?

no idea

VuAnswers.com

Answer (Please select your correct option)

Legal obligations

Union bodies

Equity factor

All of the given options

Made by: Waqar Siddhu

Which of the following is never be a party in collective bargaining?

VuAnswers.com

Answer (Please select your correct option)

- Union
- Management
- Government
- Society

ok

Made by: Waqar Siddhu

The physical or psychological condition induced in workers by overwork or overexposure to stress in the workplace, is known as:

VuAnswers.com

Answer (Please select your correct option)

Exhaustion

Burnout

ok

Collapse

Fatigue

Made by: Waqar Siddhu

_____ are always non-citizens of the countries in which they are working.

VuAnswers.com

Answer (Please select your correct option)

Expatriates

ok

Third country nationals

Home-country nationals

Host-country nationals

Made by: Waqar Siddhu

The process of influencing an organized group towards goal accomplishment is called _____.

VuAnswers.com

Answer (Please select your correct option)

Managing

Leading

ok

Organizing

Planning

Made by: Waqar Siddhu

“Leaders are born not made”. Which of the following theory depicts the given statement?

VuAnswers.com

Answer (Please select your correct option)

Trait Theory

ok

Situational Theory

Behavioral Theory

Motivational Theory

Made by: Waqar Siddhu

“People can be trained to be effective leaders”. This statement is said to be true as per which of the following theories?

VuAnswers.com

Answer (Please select your correct option)

Trait Theory

Situational Theory

Behavioral Theory

ok

Motivational Theory

Made by: Waqar Siddhu

Farhan usually tries to create off-channel relationships with the high level bodies to:

VuAnswers.com

Answer (Please select your correct option)

- Be an effective leader
- Gain power through upward influence
- Get quick promotions
- Expand his interpersonal network

ok

Made by: Waqar Siddhu

Leadership will mostly be considered failed if:

VuAnswers.com

Answer (Please select your correct option)

- Leaders are appointed by top management
- Leader established high goals to be achieved
- Leader also plays the role of a manager in an organization
- Followers stop sharing their issues with a leader

ok

Made by: Waqar Siddhu

Which of the following skills are required for an effective team?

VuAnswers.com

Answer (Please select your correct option)

Problem-solving skills

Technical skills

Interpersonal skills

All of the given options

ok

Made by: Waqar Siddhu

'Cognitive component' of an attitude represents which of the following individual's activity?

Which of the following component of attitude represents a person's opinions, knowledge, and information?

Cognitive component

VuAnswers.com

Answer (Please select your correct option)

Thinking

Feeling

Doing

Performing

Made by: Waqar Siddhu

Which of the following skills are highly required by the supervisors to resolve various issues among employees?

VuAnswers.com

Answer (Please select your correct option)

Tactical skills

ok

Human skills

Technical skills

Conceptual skills

Made by: Waqar Siddhu

Which of the following term is used to represent the employees' disappointment with their management & employers?

VuAnswers.com

Answer (Please select your correct option)

Arbitration

Mediation

Boycott

Grievance

ok

Made by: Waqar Siddhu

For which of the following reason, union-membership in organizations loses it's importance during recent years?

VuAnswers.com

Answer (Please select your correct option)

Legislation protects workers in a better way

ok

Unions give advantage to union leaders

Union membership is quite expensive

Companies do not hire union members

Made by: Waqar Siddhu

A career path as moving upward to higher levels of management in the organization is known as;

VuAnswers.com

Answer (Please select your correct option)

Traditional Career Path

Network Career Path

Lateral Skill Path

ok

Dual-Career Path

Made by: Waqar Siddhu

Protection from undesirable circumstances and safety come under which stage of Maslow hierarchy of need?

VuAnswers.com

Answer (Please select your correct option)

First

Second

ok

Third

Fourth

Made by: Waqar Siddhu

Who has presented the theory of Existence Relatedness Growth (ERG)?

VuAnswers.com

Answer (Please select your correct option)

Alderfer **ok**

McGregor

Edward Thorndike

McClelland

Made by: Waqar Siddhu

Which one of the following can be used to verify the applicant's history of employment?

nhi pta

VuAnswers.com

Answer (Please select your correct option)

Structured interview

Background checks

Achievement test

Assessment center

Made by: Waqar Siddhu

Dean Corporation wants to reduce employee's health problems associated with smoking by providing a smoke-free environment. What should be the most effective strategy in this connection?

nhi pta

VuAnswers.com

Answer (Please select your correct option)

Prohibit smoking in meetings and conferences

Prohibit smoking in production department

Prohibit smoking in senior management offices

Prohibit smoking in all company premises

Made by: Waqar Siddhu

Political and economic uncertainties are examples of which category of potential sources of stress?

VuAnswers.com

Answer (Please select your correct option)

Personal

Environmental

Organizational

Inter-role

Made by: Waqar Siddhu

Which of the given statement is true according to the behavioral leadership school of thought?

VuAnswers.com

Answer (Please select your correct option)

- Leadership behaviors can not be developed
- Leaders are born with leadership behaviors
- Leadership skills can be trained
- Women generally make better leaders than men

ok

Made by: Waqar Siddhu

_____ are importers and exporters, they have no investment outside of their home country.

VuAnswers.com

Answer (Please select your correct option)

International companies

ok

Multinational companies

Global companies

Transnational companies

Made by: Waqar Siddhu

Which of the following statement describes the term “franchising”?

VuAnswers.com

Answer (Please select your correct option)

- Parent company grants another firm the right to do business in a prescribed manner
- Company allow another firm the right to do business with out any license or contract
- Organization grants a foreign firm the right to use intellectual properties
- Parent company sells its products exclusively in a particular area

ok

Made by: Waqar Siddhu

In which of the following system HR practices tend to shift toward preventing unemployment, even at the expense of sacrificing efficiency?

VuAnswers.com

Answer (Please select your correct option)

Economic systems

Socialist systems

Free-enterprise systems

Capitalism systems

Made by: Waqar Siddhu

As an HR manager, what should be your main focus while recruitment?

VuAnswers.com

Answer (Please select your correct option)

- The potential candidate should be very confident and sharp
- The potential candidate must be attractive enough to fit in the position
- The potential candidate should match the requirements of the job
- The potential candidate must possess interpersonal and analytical skills

ok

Made by: Waqar Siddhu

Which of the following aspect should be considered during task analysis, before conducting the training in an organization?

VuAnswers.com

Answer (Please select your correct option)

- Individuals who require training
- Shortcomings in existing technology
- Ineffective feedback system of organization
- Areas where training is required

ok

Made by: Waqar Siddhu

When different supervisors define levels of performance (good, fair, poor) differently, unfair appraisals could result due to a problem of:

VuAnswers.com

Answer (Please select your correct option)

Unclear standards

Halo effects

ok

Central tendency

Leniency

Made by: Waqar Siddhu

Chenone has awarded a commission of 10% of the sales to Mr. Ahmed in order to recognize his efforts to make the required sales. This practice indicates that the company is providing:

VuAnswers.com

Answer (Please select your correct option)

- Intrinsic reward to recognize employee's efforts
- Increment due to new government regulation
- Extrinsic reward offered to sustain employee's performance
- Non-monetary compensation to motivate employee

ok

Made by: Waqar Siddhu

Which one of the following is an example of downward communication?

VuAnswers.com

Answer (Please select your correct option)

Birthday parties & official dinners

Customers' responses through telephone calls

Monthly performance discussion meetings

ok

Company's prospectus for stakeholders

Made by: Waqar Siddhu

"Sales managers of different regions of a company circulate details of potential customers to each other". Identify this type of communication.

VuAnswers.com

Answer (Please select your correct option)

Diagonal communication

Horizontal communication

ok

Upward communication

Downward communication

Made by: Waqar Siddhu

Burn out is defined as a function of all of these concerns, EXCEPT:

VuAnswers.com

Answer (Please select your correct option)

- A feeling of lack of control over commitments
- A growing tendency to think negatively
- A feeling of being boredom
- A belief that you are accomplishing less

Made by: Waqar Siddhu

All of the following factors promote unions in organizations, EXCEPT:

VuAnswers.com

Answer (Please select your correct option)

Poor working conditions

Desire for self-expression

ok

Inadequate compensation

Unfair disciplinary actions

Made by: Waqar Siddhu

Organizations are bound to provide the specified ratio of medical assistance to workers in case of work related accidents & diseases. This ratio is specified by:

VuAnswers.com

Answer (Please select your correct option)

Minimum wage act

Labor law

ok

Employment at will

Discrimination law

Made by: Waqar Siddhu

Mostly, the content of employee handbooks includes:

nhi pta

VuAnswers.com

Answer (Please select your correct option)

Welcome note

Introduction of organization

Rules and procedures

All of the given options

Made by: Waqar Siddhu

While making compensation system more effective, which of the following is NOT considered?

nhi pta

VuAnswers.com

Answer (Please select your correct option)

- Attract qualified employment applicants
- Retain qualified employees, while discouraging retention of low performing
- Rotate employees within the organization to keep them active
- Motivate employee's behavior towards organizational objectives

Made by: Waqar Siddhu

Organizational Behavior is a study of investigating the impact of:

Answer (Please select your correct option)

VuAnswers.com

correct

Employees' behavior in an organization

Societal behavior on an organization

Country's culture on an organization

Country's economy on an organization

Made by: Waqar Siddhu

For which of the following employees' participation plays a vital role?

Answer (Please select your correct option)

VuAnswers.com

Enhance goals' complexity

Develop tools for measurable goals

correct

Redefine goals frequently

Ensure goals attainment

Made by: Waqar Siddhu

Which of the following process leads towards the Organization's strategy?

Answer (Please select your correct option)

VuAnswers.com

Organizing

correct

not confirm

Controlling

Planning

Leading

Made by: Waqar Siddhu

Which of the given solution served as the best one for reducing the problem of central tendency in performance appraisals?

Answer (Please select your correct option)

VuAnswers.com

Rank employees

Train supervisors to avoid it

correct

Impose a distribution for performance

Consider the purpose of the appraisal

Made by: Waqar Siddhu

As an HR manager you have collected and reviewed the information\data related to a particular job, while conducting the job analysis. What will be your next step in this situation?

Answer (Please select your correct option)

VuAnswers.com

Maintaining and updating the jobs

Identify objectives of job analysis

correct

Identify the job to be analyzed

Draft job description & job specification

Made by: Waqar Siddhu

According to which of the following interview type, several applicants are being interviewed by one or more company representatives?

Answer (Please select your correct option)

VuAnswers.com

One-to-one interview

Panel interview

correct

Group interview

Stress interview

Made by: Waqar Siddhu

A practice used by different companies to reduce costs by transferring portions of work to outside provider rather than completing it internally is termed as:

Answer (Please select your correct option)

VuAnswers.com

Planning

Decentralization

Restructuring

Outsourcing

correct

Made by: Waqar Siddhu

For the selection of pilot, PLA's management took the written test based on the understanding & application of aeronautical engineering; under which category this test will fall?

Answer (Please select your correct option)

VuAnswers.com

Reliable test

correct

Content-valid test

Combination-valid test

Face-valid test

Made by: Waqar Siddhu

Which of the given objective is mainly focused during pre-retirement educational programs?

Answer (Please select your correct option)

VuAnswers.com

Improve job satisfaction among senior staff

Enhance employee performances through such concerns

Prepare employees for their upcoming retired life

correct

Minimize medical claims from retirees

Made by: Waqar Siddhu

Which of the following depicts today's major barrier to career advancement of the working ladies?

Answer (Please select your correct option)

VuAnswers.com

Top management is usually male oriented

Lack of educational opportunities for women

Common perception that woman can never be a better boss

Difficulty in balancing the work and family life

correct

Made by: Waqar Siddhu

Under which of the following methods of jobs evaluation, jobs are arranged in an order?

Answer (Please select your correct option)

VuAnswers.com

Ranking method

correct

Classification method

Factor comparison method

Point factor method

Made by: Waqar Siddhu

Which of the following performance appraisal method is worthless, when jobs are entirely different from each other?

Answer (Please select your correct option)

VuAnswers.com

Ranking method

Factor comparison method

Classification method

correct

Point factor method

Made by: Waqar Siddhu

Which of the following pay category depicts the increase in salary, the firm awards to an individual employee based on his or her individual performance?

Answer (Please select your correct option)

VuAnswers.com

Merit pay

correct

Variable pay

Piecework pay

Job-based pay

Made by: Waqar Siddhu

For which of the following reason, organizations consider employee benefits important?

Answer (Please select your correct option)

VuAnswers.com

To attract new blood in the organizations

To retain the valuable employees

To create good reputation in the market

All of the given options

correct

Made by: Waqar Siddhu

The compensation philosophy; "higher pay for higher contribution" is known as:

Answer (Please select your correct option)

VuAnswers.com

Competency-based pay

Skilled-base pay

Merit-based pay

correct

Seniority-based pay

Made by: Waqar Siddhu

If the political behavior is motivated by self-serving interests without taking into account the goals of the organization, the move would be considered as:

Answer (Please select your correct option)

VuAnswers.com

Ethical

Neutral

Unethical

correct

Intense

Made by: Waqar Siddhu

Under a strong union influence, the union members demanded the salary increment as per the rate of increase in inflation. As an HR manager what will be your initial step?

Answer (Please select your correct option)

VuAnswers.com

Rejecting the request as it is unnecessary

Approving the demand immediately

Asking union to make a contract

Arranging negotiation to discuss the issue

correct

Made by: Waqar Siddhu

The physical or psychological condition induced in workers by overwork or overexposure to stress in the workplace, is known as:

Answer (Please select your correct option)

VuAnswers.com

Exhaustion

Burnout

correct

Collapse

Fatigue

Made by: Waqar Siddhu

Which of the following criteria is said to be essential for an effective communication?

Answer (Please select your correct option)

VuAnswers.com

Sender and receiver are using the same code\language

At least two people are involved & willing to communicate

A channel to communicate should be present

All of the given options

correct

Made by: Waqar Siddhu

_____ are always non-citizens of the countries in which they are working.

Answer (Please select your correct option)

VuAnswers.com

Expatriates

correct

Third country nationals

Home-country nationals

Host-country nationals

Made by: Waqar Siddhu

_____ is the early return of an expatriate manager to the home country without completion of an overseas assignment.

Answer (Please select your correct option)

VuAnswers.com

Culture shock

Expatriate return

Expatriate failure

correct

Repatriation

Made by: Waqar Siddhu

The process of influencing an organized group towards goal accomplishment is called _____.

Answer (Please select your correct option)

VuAnswers.com

Managing

Leading

correct

Organizing

Planning

Made by: Waqar Siddhu

Usually it is observed that after becoming the team's captain the player's own performance declines. What could be the reason behind it?

Answer (Please select your correct option)

VuAnswers.com

Absence of task related knowledge

Lack of high energy level

Imposed on a team by management

Unable to handle extra pressure

correct

Made by: Waqar Siddhu

“Leaders are born not made”. Which of the following theory depicts the given statement?

Answer (Please select your correct option)

VuAnswers.com

Trait Theory

correct

Situational Theory

Behavioral Theory

Motivational Theory

Made by: Waqar Siddhu

Charismatic leaders are those who have the ability to:

Answer (Please select your correct option)

VuAnswers.com

Resolve every problem prevailing in the organization

Influence others in a desired manner

correct

Command over larger number of employees

Strictly impose the set rules

Made by: Waqar Siddhu

For which of the following reason, union-membership in organizations loses it's importance during recent years?

Answer (Please select your correct option)

VuAnswers.com

Legislation protects workers in a better way

correct

Unions give advantage to union leaders

Union membership is quite expensive

Companies do not hire union members

Made by: Waqar Siddhu

JJP Enterprise seeks to attract one of its managers to move to Gawadar to manage the working of its subsidiary in Gawadar. The firm will likely need to offer a _____ in addition to a manager's base salary.

Answer (Please select your correct option)

VuAnswers.com

Cost-of-living allowance

Bonus

Hardship allowance

correct

Tax equalization adjustment

Made by: Waqar Siddhu

A general course of action a person chooses to pursue throughout his or her working life is known as;

Answer (Please select your correct option)

VuAnswers.com

Job

Career

correct

Employment

Unemployment

Made by: Waqar Siddhu

Which of the following views of conflict argues that some conflict is absolutely necessary for a group to perform effectively?

Answer (Please select your correct option)

VuAnswers.com

Human relations

correct

Interactionist

Traditional

Functional

Made by: Waqar Siddhu

Which one is the most common industrial action that unions take ?

Answer (Please select your correct option)

VuAnswers.com

Unofficial action

Meeting with higher management

Strike action

correct

Absence

Made by: Waqar Siddhu

According to Expectancy theory motivation is a function of three things. Which of the following combination is true?

Answer (Please select your correct option)

VuAnswers.com

Existence, instrumentality and valance

correct

Existence, intuition and valance

Expectancy, intuition and valance

Expectancy, instrumentality and valance

Made by: Waqar Siddhu

Which of the following term can be defined as "A state of mind, desire, energy or interest that translates into action"?

Answer (Please select your correct option)

VuAnswers.com

Motivation

correct

Stimuli

Resentment

Conation

Made by: Waqar Siddhu

When personnel departments were perceived as the health and happiness crews?

no idea

Answer (Please select your correct option)

VuAnswers.com

Before 1960's

Before 1980's

Before 1990's

Before 2010's

Made by: Waqar Siddhu

Which job analysis method is recommended for jobs like janitors, assembly line workers and accounting clerks?

Answer (Please select your correct option)

VuAnswers.com

Observation

Log/diary

Structured questionnaire

Technical conference

correct

Made by: Waqar Siddhu

Following are all included in 'Statistical Approach' of forecasting EXCEPT:

Answer (Please select your correct option)

VuAnswers.com

Trend analysis

Sensitivity analysis

correct

Ratio analysis

Regression analysis

Made by: Waqar Siddhu

Political and economic uncertainties are examples of which category of potential sources of stress?

Answer (Please select your correct option)

VuAnswers.com

Personal

Environmental

correct

i think

Organizational

Inter-role

Made by: Waqar Siddhu

Which of the following is NOT a physical symptom of stress?

Answer (Please select your correct option)

VuAnswers.com

Headaches

Digestive problem

correct

Frustration

High blood pressure

Made by: Waqar Siddhu

If trait theories of leadership are valid, then which of the following statement is correct?

Answer (Please select your correct option)

VuAnswers.com

Leaders are rigid

Leaders are trained

Leaders are born

correct

Leaders are made

Made by: Waqar Siddhu

Which group of employees may also be known as expatriates?

Answer (Please select your correct option)

VuAnswers.com

Parent-country nationals

correct

Host-country nationals

Third-country nationals

Local-country nationals

Made by: Waqar Siddhu

The aspect of organizational culture that an employee can NOT see is:

Answer (Please select your correct option)

VuAnswers.com

What motivates people

Tempo of work

Attitude toward authority

All of the given options

correct

Made by: Waqar Siddhu

A well written employee hand book will provide all of these benefits to the organization Except

Answer (Please select your correct option)

VuAnswers.com

Provide specific guidelines that regulate behavior of individuals

Provide an implied employment contract

correct

Provide details about disciplinary actions

Provide a source of information regarding organizational rules and policies

Made by: Waqar Siddhu

Organization has legitimacy and rationale configuration that is why it is said to be a/an:

Answer (Please select your correct option)

VuAnswers.com

Formal organization

correct

Informal organization

Virtual organization

Learning organization

Made by: Waqar Siddhu

"People working in your organization are more than the actual requirements". Which one of the following strategy you prefer to solve this problem?

Answer (Please select your correct option)

VuAnswers.com

Recruitment

correct

Training

Layoff

Merger

Made by: Waqar Siddhu

Part-time workers, temporaries, independent contractors; all fall under which of the given category?

Answer (Please select your correct option)

VuAnswers.com

Conditional workers

Transitory workers

Interim workers

Contingent workers

correct

Made by: Waqar Siddhu

Interviews are most valuable for assessing a candidate's:

Answer (Please select your correct option)

VuAnswers.com

Applied level of mental skills

Level of conscientiousness

Interpersonal skills

All of the given options

correct

Made by: Waqar Siddhu

Ahmed, the supervisor of the manufacturing department, is in the process of evaluating his staff's performance. He has determined that 15% of the group will be identified as high performers, 20% as above average performers, 30% as average performers, 20% as below average performers, and 15% as poor performers. He is using a _____ method.

Answer (Please select your correct option)

VuAnswers.com

Graphic rating scale

Constant sum ranking scale

Forced distribution

correct

Alternation ranking

Made by: Waqar Siddhu

Mr. Faisal is generally considered unfriendly at work. His supervisor rates him low on the trait "interpersonal relationships" but also rates him lower on other traits like hardworking, work devotion, pressure handling etc . Faisal's performance appraisal may be effected due to:

Answer (Please select your correct option)

VuAnswers.com

Biasness

Stereotyping

Halo effects

correct

Strictness

Made by: Waqar Siddhu

The best way of reducing the problems of leniency or strictness in performance appraisals is to:

Answer (Please select your correct option)

VuAnswers.com

- Rank all employees at average
- Train supervisors to remain moderate
- Impose a distribution for performance
- Consider the purpose of the appraisal

correct

Made by: Waqar Siddhu

According to Maslow and Aldefer, pay or salary meets the needs of:

Answer (Please select your correct option)

VuAnswers.com

People who have strong lower level needs

correct

People who have strong higher level needs

People who have moderate to high level needs

People who have self actualization needs

Made by: Waqar Siddhu

Which of the following strategy is said to be more effective to motivate contingent workers?

Answer (Please select your correct option)

VuAnswers.com

Facilitate with job security

correct

Make jobs more appealing

Develop interest through job rotation

Provide challenging projects

Made by: Waqar Siddhu

"Sales managers of different regions of a company circulate details of potential customers to each other". Identify this type of communication.

Answer (Please select your correct option)

VuAnswers.com

Downward communication

Diagonal communication

Horizontal communication

correct

Upward communication

Made by: Waqar Siddhu

Which one of the following is NOT involved in 'Human Resource Planning'?

not sure

Answer (Please select your correct option)

VuAnswers.com

Finding out the required number of people for the organization

correct

Giving chance to employees to design their personal plans

Identifying the skills needed to accomplish the tasks

Ensuring that human resource will be available when needed

Made by: Waqar Siddhu

Which of the following term is used to identify the physical & mental skills, required to perform by an individual within a particular position in an organization?

Answer (Please select your correct option)

VuAnswers.com

Job title

Job specification

Job description

correct

Job evaluation

Made by: Waqar Siddhu

Which of the following recruitment method provides a platform to multiple employers to attract large number of applicants?

Answer (Please select your correct option)

VuAnswers.com

Job offer

Job fair

correct

Job festival

Job listing

Made by: Waqar Siddhu

The ability to think about abstract & complex situations is referred to as:

pg 10

Answer (Please select your correct option)

VuAnswers.com

Mechanical skill

Technical skill

Interpersonal skill

Conceptual skill

correct

Made by: Waqar Siddhu

By what means, organizations show concerns for their employees and earn their commitment?

Answer (Please select your correct option)

VuAnswers.com

Solely ensuring job security of employees

Provide career development opportunities

Promise after retirement incentives only

Offer stock options limited to senior employees

correct

Made by: Waqar Siddhu

Which of the following is NOT included in job description?

Answer (Please select your correct option)

VuAnswers.com

Job title

Job authority

Job competency

Job status

correct

Made by: Waqar Siddhu

'Due to lack of knowledge among employees, they are unable to operate the computerized MIS', which of the following addresses this problem?

Answer (Please select your correct option)

VuAnswers.com

Provision of new computers

Conduct relevant training

Supply input devices

Supply output devices

correct

Made by: Waqar Siddhu

A practice used by different companies to reduce costs by transferring portions of work to outside provider rather than completing it internally is termed as:

Answer (Please select your correct option)

VuAnswers.com

Planning

Decentralization

Restructuring

Outsourcing

correct

Made by: Waqar Siddhu

HRM is associated with the management of:

Answer (Please select your correct option)

VuAnswers.com

General public

Labor force

Organizational people

Employers

correct

Made by: Waqar Siddhu

Which of the following is a goal-directed summary of a person's experience, education and training developed for use in the selection process?

Answer (Please select your correct option)

VuAnswers.com

Curriculum vitae

correct

Educational record

Career goal

Interview questioning

Made by: Waqar Siddhu

The screening used to reduce absenteeism on the basis of medical problems and to establish a baseline for future health insurance claims, is:

Answer (Please select your correct option)

VuAnswers.com

Physical examination

correct

Personality test

Polygraph test

Substance abuse

Made by: Waqar Siddhu

Performance is a function of:

Answer (Please select your correct option)

VuAnswers.com

Ability, effort, opportunity

correct

Ability, expectancy, salary

Ability, skill, knowledge

Motivation, attractiveness, support

Made by: Waqar Siddhu

Willingness, capacity & opportunity to perform, are combinely termed as:

Answer (Please select your correct option)

VuAnswers.com

Performance outcomes

Performance determinants

Performance measures

Performance standards

correct

Made by: Waqar Siddhu

What type of pay plan is being used when workers are paid a sum for each unit they produce?

Answer (Please select your correct option)

VuAnswers.com

Base pay

Competency-based pay

correct

Bonus pay

Piecework pay

Made by: Waqar Siddhu

Which of the given expression is termed as 'equity'?

Answer (Please select your correct option)

VuAnswers.com

$\frac{\text{Output 1}}{\text{Input}} < \frac{\text{Output 2}}{\text{Input}}$

$\frac{\text{Output 1}}{\text{Input}} = \frac{\text{Output 2}}{\text{Input}}$

correct

$\frac{\text{Output 1}}{\text{Input}} \leq \frac{\text{Output 2}}{\text{Input}}$

$\frac{\text{Output 1}}{\text{Input}} > \frac{\text{Output 2}}{\text{Input}}$

Made by: Waqar Siddhu

'An organization cannot terminate an individual, based on his/her age in order to save some money for the organization .' The given statement falls under:

Answer (Please select your correct option)

VuAnswers.com

Statutory rights

Public policy

Employee rights

Management rights

correct

Made by: Waqar Siddhu

Usually it is observed that after becoming the team's captain the player's own performance declines. What could be the reason behind it?

Answer (Please select your correct option)

VuAnswers.com

Unable to handle extra pressure

correct

Absence of task related knowledge

Lack of high energy level

Imposed on a team by management

Made by: Waqar Siddhu

“Leaders are born not made”. Which of the following theory depicts the given statement?

Answer (Please select your correct option)

VuAnswers.com

Trait Theory

correct

Situational Theory

Behavioral Theory

Motivational Theory

Made by: Waqar Siddhu

Charismatic leaders are those who have the ability to:

Answer (Please select your correct option)

VuAnswers.com

Resolve every problem prevailing in the organization

Influence others in a desired manner

correct

Command over larger number of employees

Strictly impose the set rules

Made by: Waqar Siddhu

“People can be trained to be effective leaders”. This statement is said to be true as per which of the following theories?

Answer (Please select your correct option)

VuAnswers.com

Trait Theory

Situational Theory

Behavioral Theory

Motivational Theory

correct

Made by: Waqar Siddhu

Leadership will mostly be considered failed if:

Answer (Please select your correct option)

VuAnswers.com

- Leaders are appointed by top management
- Leader established high goals to be achieved
- Leader also plays the role of a manager in an organization
- Followers stop sharing their issues with a leader

correct

Made by: Waqar Siddhu

A process of shifting worker to lower level of duties & responsibilities along with the reduced pay is termed as:

Answer (Please select your correct option)

VuAnswers.com

Retirement

Resignation

Lay-off

Demotion

correct

Made by: Waqar Siddhu

Which of the following is a part of non-financial compensation?

Answer (Please select your correct option)

VuAnswers.com

Monthly commission

Employee autonomy

correct

Stock option

Medical allowance

Made by: Waqar Siddhu

JJP Enterprise seeks to attract one of its managers to move to Gawadar to manage the working of its subsidiary in Gawadar. The firm will likely need to offer a _____ in addition to a manager's base salary.

Answer (Please select your correct option)

VuAnswers.com

Cost-of-living allowance

Bonus

Hardship allowance

correct

Tax equalization adjustment

Made by: Waqar Siddhu

Which one of the following is not a part of basic learning principles?

pg 102

VuAnswers.com

Answer (Please select your correct option)

Repetition

Participation

Growth

correct

Relevance

Made by: Waqar Siddhu

Under the progressive discipline procedure the suspension of the employee falls in which of the following category?

not sure

Answer (Please select your correct option)

VuAnswers.com

First offense

correct

Second offense

Third offense

Fourth offense

Made by: Waqar Siddhu

Who has presented the Theory-X and Theory-Y?

McGregor's Theory-X and Theory-Y pg 140

Answer (Please select your correct option)

VuAnswers.com

Alderfer

McGregor

correct

Edward Thorndike

McClelland

Made by: Waqar Siddhu

When the economy is stagnant and unemployment levels are high then;

VuAnswers.com

Answer (Please select your correct option)

- Organizations can not attract the applicants
- Organizations have to put much effort for attracting applicants
- Organizations can recruit employees from the global market
- Organizations can obtain large applicant pool with very little effort

correct

Made by: Waqar Siddhu

Last week, Huma spent the morning time in watching Waseem's work. Then, she took Waseem to lunch to talk to him about how to improve his job performance. Huma is the office manager of a local real estate company. Waseem on the other hand is a new real estate agent. What is going on in this scenario?

Answer (Please select your correct option)

VuAnswers.com

Huma and Waseem are part of a job rotation program

Huma is coaching Waseem

correct

Huma and Waseem are part of short-term lateral transfer

Huma is giving orientation to Waseem

Made by: Waqar Siddhu

Which of the following is NOT considered as a role of line managers in organizational health and safety program?

Answer (Please select your correct option)

VuAnswers.com

Investigate accidents details

Help employees to work safely

Ensure workers are doing job in safe environment

Develop health and safety program

correct

Made by: Waqar Siddhu

Which of the following is NOT a physical symptom of stress?

Answer (Please select your correct option)

VuAnswers.com

Headaches

Digestive problem

correct

Frustration

High blood pressure

Made by: Waqar Siddhu

While downsizing, organizations sometimes reduce the number of employees by offering early retirements because:

Answer (Please select your correct option)

VuAnswers.com

HR requirement is less than existing number of employees

correct

HR requirement is greater than the existing number of employees

Company is expanding its manual operations and procedures

Organizations can be more efficient by this action of management

Made by: Waqar Siddhu

If trait theories of leadership are valid, then which of the following statement is correct?

Answer (Please select your correct option)

VuAnswers.com

Leaders are trained

Leaders are born

correct

Leaders are made

Leaders are rigid

Made by: Waqar Siddhu

Which group of employees may also be known as expatriates?

Answer (Please select your correct option)

VuAnswers.com

Parent-country nationals

correct

Host-country nationals

Third-country nationals

Local-country nationals

Made by: Waqar Siddhu

_____ are importers and exporters, they have no investment outside of their home country.

Answer (Please select your correct option)

VuAnswers.com

International companies

correct

Multinational companies

Global companies

Transnational companies

Made by: Waqar Siddhu

In which of the following system HR practices tend to shift toward preventing unemployment, even at the expense of sacrificing efficiency?

In a socialist system, HR practices favor the prevention of unemployment, often at the expense of productivity and efficiency, which is often unacceptable.

Answer (Please select your correct option)

VuAnswers.com

Economic systems

Socialist systems

correct

Free-enterprise systems

Capitalism systems

Made by: Waqar Siddhu

Last month, it came to the knowledge of Tony's supervisor that he is using drugs. The supervisor talked to him about the rules of the organization that prohibit possession of narcotics or alcohol at workplace, and the consequences for such behavior that ultimately lead to dismissal. Yesterday, Tony has been fired because of having drugs with him. The action taken by management;

Answer (Please select your correct option)

VuAnswers.com

Is totally unfair and biased

Can reduce the motivational level of other employees

Sends a message to other employees about what will not be tolerated

Is against the privacy right of the employee

correct

Made by: Waqar Siddhu

Employees working under coercive managers are more likely to

Coercive Power: coercive power, based on a person's ability to punish.

Answer (Please select your correct option)

VuAnswers.com

Be Committed

correct

Resist the manager

Enjoy working under their supervision

Trade favors with them

Made by: Waqar Siddhu

Which of the following duty is performed by a staff manager?

Staff manager: Authorized to assist and advise line managers in accomplishing these basic goals.

Answer (Please select your correct option)

VuAnswers.com

Interpreting policies and procedures

correct

Drafting performance standards

Controlling labor cost

Advising staff promotions

Made by: Waqar Siddhu

"People working in your organization are more than the actual requirements". Which one of the following strategy you prefer to solve this problem?

Answer (Please select your correct option)

VuAnswers.com

Recruitment

correct

Training

Layoff

Merger

Made by: Waqar Siddhu

Which of the following is NOT a method of an external recruitment?

Answer (Please select your correct option)

VuAnswers.com

Job advertisements

Job postings

correct

Internship programs

Job fairs

Made by: Waqar Siddhu

What usually occurs when employees rate themselves in a performance appraisal?

Answer (Please select your correct option)

VuAnswers.com

Appraisals are subject to halo effects

Ratings are higher than rated by supervisors

correct

No significant difference occurs

Influence of stereotype is greater

Made by: Waqar Siddhu

If a performance appraisal focuses on employee's ability to identify and analyze problems and to maintain harmonious and effective working relationships, then the performance appraisal is focused on measuring :

Answer (Please select your correct option)

VuAnswers.com

Generic dimensions of performance

correct

Performance of actual duties

Employee competency

Achievement of objectives

Made by: Waqar Siddhu

All of the following are advantages of 'critical incident method' for appraising performance, EXCEPT:

Answer (Please select your correct option)

VuAnswers.com

It provides examples of good performance

It provides results that are subjective

It provides examples of poor performance

It provides incidents tied to performance goals

correct

Made by: Waqar Siddhu

Each job is assigned to a particular grade/category depending on the type of jobs the organizations required, is tagged as:

Answer (Please select your correct option)

VuAnswers.com

Ranking method

Classification method

correct

Factor comparison method

Point factor method

Made by: Waqar Siddhu

Which of the following is one of the main flaws of "Classification Method" to evaluate the jobs?

Answer (Please select your correct option)

VuAnswers.com

Jobs may appear to fit within more than one category

correct

An expensive method of evaluation

Beneficial only for small organizations

Maximum probability of biasness

Made by: Waqar Siddhu

What will you advise to managers with regard to handling political behaviors within an organization?

Answer (Please select your correct option)

VuAnswers.com

- Minimize the potential dysfunctional consequences of abusive political behavior
- Focus on eliminating political behaviors of the lower level staff rather than top management
- Focus on eliminating political behaviors of the top management rather than lower level staff
- Provide personal and emotional backing to all political behaviors

correct

Made by: Waqar Siddhu

Neither an organization nor any organizational member can provide the employee database information to any person/organization without the permission of the concerned employee. This restriction is supported by:

Answer (Please select your correct option)

VuAnswers.com

Rights to privacy

correct

Labor law

Employment at will

Discrimination law

Made by: Waqar Siddhu

Ahmed has provided the personal contact numbers of his subordinates to one of his friends who is working as an insurance agent in a private insurance firm, to help him in achieving his monthly sales target. This practice is:

Answer (Please select your correct option)

VuAnswers.com

Prohibited by the privacy rights

correct

Violation of employment at will

Implementation of discrimination law

Clear violation of labor laws

Made by: Waqar Siddhu

While making compensation system more effective, which of the following is NOT considered?

Answer (Please select your correct option)

VuAnswers.com

Attract qualified employment applicants

correct

Retain qualified employees, while discouraging retention of low performing

Rotate employees within the organization to keep them active

Motivate employee's behavior towards organizational objectives

Made by: Waqar Siddhu

Which of the following means gives employees the authority, tools, and information they need to do their jobs with greater autonomy?

Answer (Please select your correct option)

VuAnswers.com

Enrichment

Empowerment

correct

Acknowledgement

Appraisal

Made by: Waqar Siddhu

Employee stress negatively affects the organizational outcomes in which of the following manner?

Answer (Please select your correct option)

VuAnswers.com

Efficient procedures

Increased absenteeism

Low manufacturing costs

Employee involvement

correct

Made by: Waqar Siddhu

'Job specification' is said to be an outcome of which of the given term?

apni dua mai yad rakhna :)

apni dua mai yad rakhna :)

VuAnswers.com

Answer (Please select your correct option)

Job analysis

ok

Job title

Job evaluation

Job worth

Made by: Waqar Siddhu

Which of the following is a written statement that represents 'what job holder is supposed to do'?

apni dua mai yad rakhna :)

VuAnswers.com

Answer (Please select your correct option)

Job analysis

Job description

ok

Job specification

Job evaluation

Made by: Waqar Siddhu

Which of the following is an online recruitment method engaged in by a single employer or group of employers to attract a large number of applicants?

apni dua mai yad rakhna :)

VuAnswers.com

Answer (Please select your correct option)

Job fairs



Recent grads



Internship programs



Recruiting sites



ok

Made by: Waqar Siddhu

In order to promote unbiased management, organizations should develop:

VuAnswers.com

Answer (Please select your correct option)

Powerful union

Legal compliance

ok

Strategic alliances

Stakeholder influence

Made by: Waqar Siddhu

Which of the following role a manager performs as a Resource allocator?

VuAnswers.com

Answer (Please select your correct option)

Interpersonal role

Decisional role

ok

Informational role

Supportive role

Made by: Waqar Siddhu

All of the following could be the reasons of an employee stress, EXCEPT:

VuAnswers.com

Answer (Please select your correct option)

Supervisor's rude attitude

No recognition of efforts

Job insecurity and safety

Missing out the thanking notes

ok

Made by: Waqar Siddhu

Which of the following problem occurs when supervisors tend to rate all their subordinates consistently low?

VuAnswers.com

Answer (Please select your correct option)

Central tendency

Leniency **remember it.....ya wala high k liey hota ha**

Strictness **ok**

Halo effect

Made by: Waqar Siddhu

Which one of the following is NOT a barrier to effective communication?

VuAnswers.com

Answer (Please select your correct option)

- Different codes applied by sender & receiver ok
- Limited time is available to complete the communication
- Careful listening by sender as well as receiver
- Source credibility of the information to be conveyed

Made by: Waqar Siddhu

To encourage and authorize workers to take initiatives to reduce costs, improve operations, product quality and customer service is known as:

nhi pta

VuAnswers.com

Answer (Please select your correct option)

Authority

Decentralization

Empowerment

Centralization

Made by: Waqar Siddhu

Which of the following identifies the minimum acceptable qualification that the incumbent must possess to perform a particular job successfully?

VuAnswers.com

Answer (Please select your correct option)

Job analysis

Job specification

ok

Job description

Job evaluation

Made by: Waqar Siddhu

Which of the following term is used for choosing the individual that is best suited to a particular position and to the organization from a group of potential applicants?

VuAnswers.com

Answer (Please select your correct option)

Recruitment

Selection

ok

Staffing

Enrollment

Made by: Waqar Siddhu

Which of the following is NOT a concern of Human Resource Development (HRD)?

VuAnswers.com

Answer (Please select your correct option)

Employee training

Employee orientation

Employee rights

ok

Employee appraisals

Made by: Waqar Siddhu

Performance is a function of:

VuAnswers.com

Answer (Please select your correct option)

Ability, effort, opportunity

ok

Ability, expectancy, salary

Ability, skill, knowledge

Motivation, attractiveness, support

Made by: Waqar Siddhu

Which of the following is MOST essential for sustainable performance of an employee?

VuAnswers.com

Answer (Please select your correct option)

Career development opportunities

Commitment from top management

Feedback in term of appropriate rewards

Clearly defined job description

ok

Made by: Waqar Siddhu

Which performance appraisal technique lists the traits and a range of performance?

VuAnswers.com

Answer (Please select your correct option)

Paired comparison

Management by objective

ok

Alternation ranking

Graphic rating scale

Made by: Waqar Siddhu

The first step in developing a behaviorally anchored rating scale is to:

VuAnswers.com

Answer (Please select your correct option)

- Generate critical incidents
- Re-allocate incidents
- Scale incidents
- Develop performance dimensions

ok

Made by: Waqar Siddhu

Ranking method is only effective for:

VuAnswers.com

Answer (Please select your correct option)

Large number of jobs

ok

Non-managerial jobs

Few jobs to be evaluated

Executive level jobs only

Made by: Waqar Siddhu

Which of the following is NOT included in time-off benefits?

VuAnswers.com

Answer (Please select your correct option)

On-the-job breaks

ok

Annual holidays

Flexi time

Paid leaves

Made by: Waqar Siddhu

Performance measures include all of the following, EXCEPT:

VuAnswers.com

Answer (Please select your correct option)

Individual's productivity

Team's productivity

Departmental productivity

Market productivity

ok

Made by: Waqar Siddhu

All of the following are reasons of conflicts in an organization, EXCEPT:

VuAnswers.com

Answer (Please select your correct option)

Everyone competing for scarce resources

Interactionist view about employees

Poor coordination among employees

Stereotypical views about employees

ok

Made by: Waqar Siddhu

All of the following would be considered as sources of conflicts, EXCEPT:

VuAnswers.com

Answer (Please select your correct option)

Goal incompatibility

Different values and beliefs

Lack of resources and finances

ok

Strengthened team dynamics

Made by: Waqar Siddhu

'Discipline' is a management action taken to guide employees' actions according to the:

nhi pta

VuAnswers.com

Answer (Please select your correct option)

Competitors' move

Stakeholders' desire

Union proposals

Organization's rules

Made by: Waqar Siddhu

_____ is the early return of an expatriate manager to the home country without completion of an overseas assignment.

VuAnswers.com

Answer (Please select your correct option)

Culture shock

Expatriate return

Expatriate failure

ok

Repatriation

Made by: Waqar Siddhu

The process of influencing an organized group towards goal accomplishment is called _____.

VuAnswers.com

Answer (Please select your correct option)

Managing

Leading

ok

Organizing

Planning

Made by: Waqar Siddhu

Creating conditions for a team to be effective is the responsibility of a(n):

VuAnswers.com

Answer (Please select your correct option)

Leader ok

Employee

Organization

HR department

Made by: Waqar Siddhu

Charismatic leaders are those who have the ability to:

VuAnswers.com

Answer (Please select your correct option)

Resolve every problem prevailing in the organization

Influence others in a desired manner

ok

Command over larger number of employees

Strictly impose the set rules

Made by: Waqar Siddhu

“People can be trained to be effective leaders”. This statement is said to be true as per which of the following theories?

VuAnswers.com

Answer (Please select your correct option)

Trait Theory

Situational Theory

Behavioral Theory

ok

Motivational Theory

Made by: Waqar Siddhu

Farhan usually tries to create off-channel relationships with the high level bodies to:

VuAnswers.com

Answer (Please select your correct option)

Be an effective leader

Gain power through upward influence

Get quick promotions

ok

Expand his interpersonal network

Made by: Waqar Siddhu

According to which of the following theory we can learn through observations and our personal experiences?

VuAnswers.com

Answer (Please select your correct option)

Operant conditioning

Social learning

Personality development

None of the given options

i think this

Made by: Waqar Siddhu

Which of the following skills are highly required by the supervisors to resolve various issues among employees?

Answer (Please select your correct option)

VuAnswers.com

Tactical skills

ok

Human skills

Technical skills

Conceptual skills

Made by: Waqar Siddhu

Under the progressive discipline procedure the suspension of the employee falls in which of the following category?

VuAnswers.com

Answer (Please select your correct option)

First offense ok

Second offense

Third offense

Fourth offense

Made by: Waqar Siddhu

According to the interactionist view about conflict which one of the following is the most appropriate advantage of conflict within the organization?

VuAnswers.com

Answer (Please select your correct option)

Creativity is there but not synergy

ok

Creativity & synergy

Synergy is there but not creativity

Create trust for employee

Made by: Waqar Siddhu

Who has presented the theory of Existence Relatedness Growth (ERG)?

VuAnswers.com

Answer (Please select your correct option)

Alderfer

ok

McGregor

Edward Thorndike

McClelland

Made by: Waqar Siddhu

Who has presented the Theory-X and Theory-Y?

McGregor's Theory-X states that under the right circumstances, employees would willingly contribute their ingenuity and their talents for the benefits of the organization.

VuAnswers.com

Answer (Please select your correct option)

Alderfer

McGregor

i think this 50% sure

Edward Thorndike

McClelland

Made by: Waqar Siddhu

McClelland has presented a theory in which he has explained the association of three elements. Which of the following combination is true?

VuAnswers.com

Answer (Please select your correct option)

Affiliation, Power, and Achievement

ok

Affiliation, Personality, and Achievement

Affection, Power, and Achievement

Affiliation, Personality, and Association

Made by: Waqar Siddhu

What will be the very first step after the selection of an applicant in an organization?

nhi pta

VuAnswers.com

Answer (Please select your correct option)

Training

Development

Orientation

Evaluation

Made by: Waqar Siddhu

Which of the following is NOT an organizational factor related to stress?

VuAnswers.com

Answer (Please select your correct option)

Economic conditions

Task demands

Role demands

ok

Interpersonal demands

Made by: Waqar Siddhu

Which of the following is an example of an individual approach to stress management?

VuAnswers.com

Answer (Please select your correct option)

Selection and placement

Redesigning jobs

2nd ya 3rd mai say ha koi 1 bcz stress 2no angle say a skti ha

Goal setting

Relaxation

Made by: Waqar Siddhu

Which group of employees may also be known as expatriates?

VuAnswers.com

Answer (Please select your correct option)

Parent-country nationals

ok

Host-country nationals

Third-country nationals

Local-country nationals

Made by: Waqar Siddhu

What is the main point of difference between a multinational and transnational corporation?

VuAnswers.com

Answer (Please select your correct option)

- Transnational corporations have a central corporate facility but highly decentralized operations and MNC is more focused on adapting their products and service to each individual local market.
- Transnational corporations have centralized operations and MNC has decentralized operations
- Transnational corporations invested in foreign operations and MNC invested in local operations
- Transnational concentrate on local markets and MNC focus on foreign markets

Made by: Waqar Siddhu

Which of the following statement describes the term "franchising"?

VuAnswers.com

Answer (Please select your correct option)

Parent company grants another firm the right to do business in a prescribed manner

ok

Company allow another firm the right to do business with out any license or contract

Organization grants a foreign firm the right to use intellectual properties

Parent company sells its products exclusively in a particular area

Made by: Waqar Siddhu

The aspect of organizational culture that an employee can NOT see is:

VuAnswers.com

Answer (Please select your correct option)

What motivates people

Tempo of work

Attitude toward authority

**okkkkk
or role expectation be ans ha iska**

All of the given options

Made by: Waqar Siddhu

Which of the following characteristic/s is/are part of Conceptual skills?

VuAnswers.com

Answer (Please select your correct option)

Analytical ability

Logical thinking

Inductive reasoning

All of the given options

ok

Made by: Waqar Siddhu

What is achieved by combining capital, raw material & human resource by an organization?

VuAnswers.com

Answer (Please select your correct option)

Sales

Capital

Input

Output

ok

Made by: Waqar Siddhu

HR generalist is involved in:

VuAnswers.com

Answer (Please select your correct option)

- Performing all or few (more than one) HR functions ok
- Performing a single focused HR function
- Providing orientation to employees only
- Designing special compensation packages for female employees

Made by: Waqar Siddhu

'Jamal enterprises' is a small company having 30 employees only, to facilitate this number of employees, organization hired 2 people to perform all necessary HR functions for the organization. In such a case these HR personnel are considered as:

VuAnswers.com

Answer (Please select your correct option)

HR executives

HR generalists

ok

HR specialists

HR department

Made by: Waqar Siddhu

For the post of tutor, candidates are asked to deliver a lecture to a group of selected students. Which one of the following statement is most correct?

VuAnswers.com

Answer (Please select your correct option)

This is used to have a face to face interaction

Demonstration is mandatory for all post graduate colleges

Delivering lecture is a type of work sampling

This is an example of group interview

ok or ya be ha

this is an example of in-basket simula

Made by: Waqar Siddhu

Ms. Ayesha was selected as the best employee of the month for April as she had contributed maximum in the organization's sale but no special consideration was made by management on her efforts, this practice of the organization may:

VuAnswers.com

Answer (Please select your correct option)

Decrease the importance of performance appraisal system of organization

ok

Increase the motivational level of employees of organization

Increase the focus of employees towards their career development

None of the given options

Made by: Waqar Siddhu

Under which of the following category union can bargain with the management on appointing a particular person as union leader?

VuAnswers.com

Answer (Please select your correct option)

Mandatory bargaining issue

ok

Permissive bargaining issue

Prohibited bargaining issue

Obligatory bargaining issue

Made by: Waqar Siddhu

Ahmed has provided the personal contact numbers of his subordinates to one of his friends who is working as an insurance agent in a private insurance firm, to help him in achieving his monthly sales target. This practice is:

VuAnswers.com

Answer (Please select your correct option)

Prohibited by the privacy rights

ok

Violation of employment at will

Implementation of discrimination law

Clear violation of labor laws

Made by: Waqar Siddhu

Which of the following form of injustice is found when the performance evaluation is conducted by someone unfamiliar with the job and cannot identify the key performance indicators?

nhi pta

VuAnswers.com

Answer (Please select your correct option)

Distributive

Procedural

Interpersonal

Informational

Made by: Waqar Siddhu

A formal approach adopted by an organization to help people in acquiring skills and experiences needed to perform current and future jobs is termed as;

VuAnswers.com

Answer (Please select your correct option)

Career Path

Career Planning

Career Short Sightedness

Career Development

ok

Made by: Waqar Siddhu

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