

For More Visit **VU Answer**

MGT501 Final Term Papers by Waqar (File 1)

Question No : 1 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 2 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 3 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 4 of 60

Marks: 1 (Budgeted Time 1 Min)

“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
- Compensation management

ok

Made by: Waqar Siddhu

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 5 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 6 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 7 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 8 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 9 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 10 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 11 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 12 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 13 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 14 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 15 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 16 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 17 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 18 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 19 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 20 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 21 of 60

Marks: 1 (Budgeted Time 1 Min)

_____ 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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 22 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 23 of 60

Marks: 1 (Budgeted Time 1 Min)

"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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 24 of 60

Marks: 1 (Budgeted Time 1 Min)

"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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 25 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Made by: Waqar Siddhu

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 26 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 27 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 28 of 60

Marks: 1 (Budgeted Time 1 Min)

'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*

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 29 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 30 of 60

Marks: 1 (Budgeted Time 1 Min)

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 More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 31 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 32 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 33 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 34 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 35 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 36 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 37 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 38 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 39 of 60

Marks: 1 (Budgeted Time 1 Min)

_____ 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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 40 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 41 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 42 of 60

Marks: 1 (Budgeted Time 1 Min)

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**

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 43 of 60

Marks: 1 (Budgeted Time 1 Min)

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

ok

Shortcomings in existing technology

Ineffective feedback system of organization

Areas where training is required

Made by: Waqar Siddhu

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 44 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 45 of 60

Marks: 1 (Budgeted Time 1 Min)

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

ok

Non-monetary compensation to motivate employee

Made by: Waqar Siddhu

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 46 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Company's prospectus for stakeholders

ok

Made by: Waqar Siddhu

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 47 of 60

Marks: 1 (Budgeted Time 1 Min)

"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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 48 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 49 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 50 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 51 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

For More Visit **VU Answer**

Question No : 52 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**