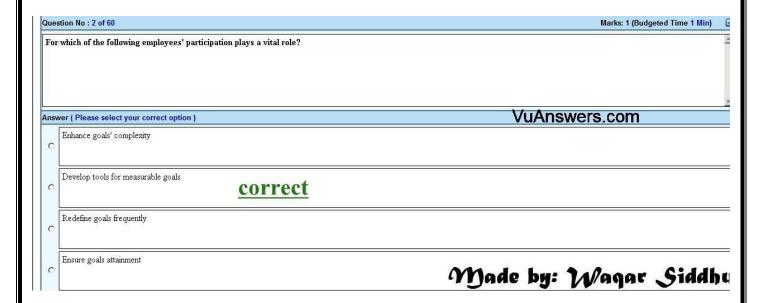
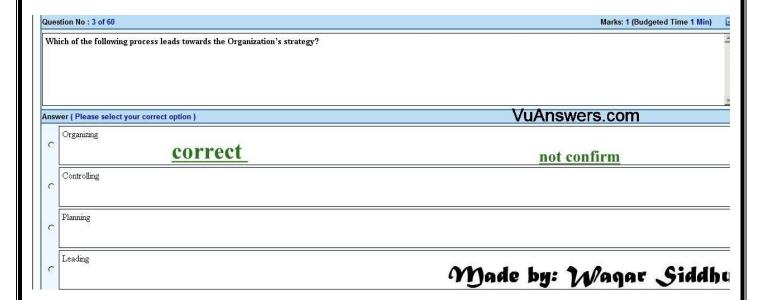
# MGT501 Final Term Papers by Waqar (File 2)

Que	stion No : 1 of 60	Marks: 1 (Budgeted Time 1 Min)
Organizational Behavior is a study of investigating the impact of:		2
Ansv	wer ( Please select your correct option )	VuAnswers.com
0	Employees' behavior in an organization  Correct	
О	Societal behavior on an organization	
С	Country's culture on an organization	
С	Country's economy on an organization	Made by: Waqar Siddhu





C	uestion No : 4 of 60	Marks: 1 (Budgeted Time 1 Min)
	Which of the given solution served as the <u>best</u> one for reducing the problem of central tendency in performance appraisals?	
Α	nswer ( 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	e by: Waqar Siddhu

Que	ion No : 5 of 60 Marks: 1 (Budgeted Time 1 Min)
As	n 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?
Ans	er ( Please select your correct option ) VuAnswers.com
0	Maintaining and updating the jobs
О	Identify objectives of job analysis  COFFECT
О	[dentify the job to be analyzed
c	Draft job description & job specification  Made by: Wagar Siddh



Question No : 7 of 60	Marks: 1 (Budgeted Time 1 Min)
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
C Planning	
Decentralization	
Restructuring	
Outsourcing Correct	Made by: Wagar Siddhu

Q	Question No: 8 of 60	Marks: 1 (Budgeted Time 1 Min)
I	For the selection of pilot, PIA's management took the written test based on the understanding & application of	aeronautical engineering; under which category this test will fall?
Aı	Answer ( Please select your correct option )	VuAnswers.com
	c Reliable test correct	
	Content-valid test	
	Combination-valid test	
6	Face-valid test	Made by: Waqar Siddhu

Qu	estion No : 9 of 60	Marks: 1 (Budgeted Time 1 Min)
W	hich of the given objective is mainly focused during pre-retirement educational programs?	<u>u</u>
An	swer ( Please select your correct option )	VuAnswers.com
c	Improve job satisfaction among senior staff	
c	Enhance employee performances through such concerns	
c	Prepare employees for their upcoming retired life  Correct	
c	Minimize medical claims from retirees	Made by: Wagar Siddhu

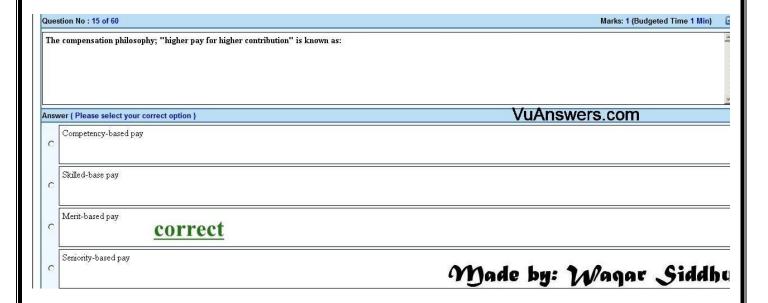
Que	stion No : 10 of 60	Marks: 1 (Budgeted Time 1 Min)
W	uich of the following depicts today's major barrier to career advancement of the working ladies?	
Ans	wer ( Please select your correct option )	VuAnswers.com
O	Top management is usually male oriented	
o	Lack of educational opportunities for women	
O	Common perception that woman can never be a better boss	
c	Difficulty in balancing the work and family life  Correct	Made by: Waqar Siddhu

Qu	estion No : 11 of 60	Marks: 1 (Budgeted Time 1 Min)
Uı	nder which of the following methods of jobs evaluation, jobs are arranged in an order?	
An	swer ( Please select your correct option )	VuAnswers.com
c	Ranking method <b>CORPECT</b>	
c	Classification method	
c	Factor comparison method	
c	Point factor method	Made by: Wagar Siddhu

Qu	estion No : 12 of 60	Marks: 1 (Budgeted Time 1 Min)
W	hich of the following performance appraisal method is worthless, when jobs are entirely different from each other?	
Ans	swer ( Please select your correct option )	VuAnswers.com
c	Ranking method	
c	Factor comparison method	
c	Classification method  Correct	
c	Point factor method	nde by: Waqar Siddhu

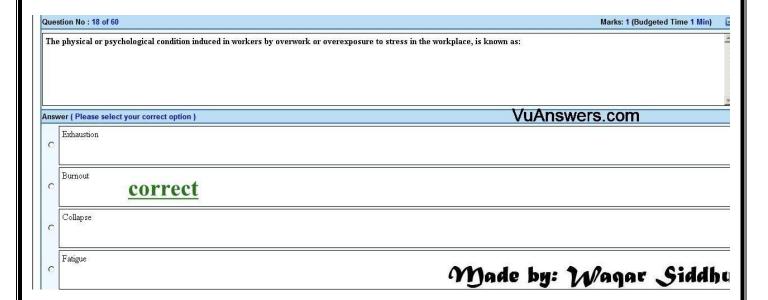
C	uestion No : 13 of 60	Marks: 1 (Budgeted Time 1 Min)
	Which of the following pay category depicts the increase in salary, the firm awards to an individual employee based on his or her individual performan	ce?
1	nswer ( Please select your correct option )	s.com
	C Merit pay CORRECT	
	Variable pay	
	Piecework pay	
	Job-based pay  Yyode by: W	agar Siddhu

Que	estion No : 14 of 60	Marks: 1 (Budgeted Time 1 Min)
Fo	r which of the following reason, organizations consider employee benefits important?	<u> </u>
Ans	wer ( Please select your correct option )	VuAnswers.com
O	To attract new blood in the organizations	
0	To retain the valuable employees	
С	To create good reputation in the market	
c	All of the given options  CORRECT	Made by: Waqar Siddhu



Question No : 16 of 60	Marks: 1 (Budgeted Time 1 Min)
If the political behavior is motivated by self-serving interests without taking into account the goals of the organiza	ation, the move would be considered as:
Answer ( Please select your correct option )	VuAnswers.com
Ethical	Var allowers.com
Neutral C	
Unethical CORRECT	
Intense	Yade by: Waqar Siddhu

Question No : 17 of 60 Marks: 1 (Budge		Marks: 1 (Budgeted Time 1 Min)		
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?				
Ans	ver ( Please select your correct option )	VuAnswers.com		
c	Rejecting the request as it is unnecessary			
0	Approving the demand immediately			
С	Asking union to make a contract			
0	Arranging negotiation to discuss the issue	Made by: Wagar Siddhu		



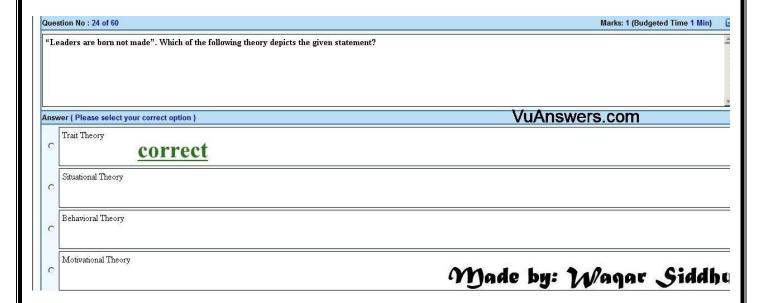
Que	estion No : 19 of 60	Marks: 1 (Budgeted Time 1 Min)
Which of the following criteria is said to be essential for an effective communication?		
Ans	wer ( Please select your correct option )	VuAnswers.com
c	Sender and receiver are using the same code\language	
О	At least two people are involved & willing to communicate	
O	A channel to communicate should be present	
c	All of the given options  CORRECT	Made by: Waqar Siddhu

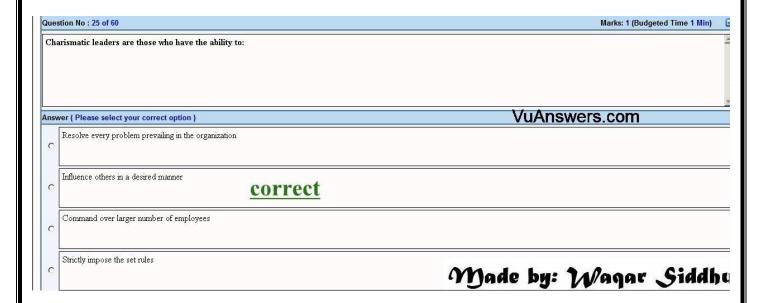


Que	estion No : 21 of 60 Marks: 1 (Budgeted Time	1 Min) 📙
S	is the early return of an expatriate manager to the home country without completion of an overseas assignment.	
Ans	swer ( Please select your correct option ) VuAnswers.com	
O	Culture shock	
c	Expatriate return	
С	Expatriate failure  Correct	
c	Repatriation  Yyade by: Wagar Side	ddhu

Q	estion No : 22 of 60 Ma	arks: 1 (Budgeted Time 1 Min)
9	e process of influencing an organized group towards goal accomplishment is called	<u>i</u>
A	wer ( Please select your correct option ) VuAnswers.	com
100	Managing	
	Leading Correct	
	Organizing	
	Planning  Made by: Wa	gar Siddhu

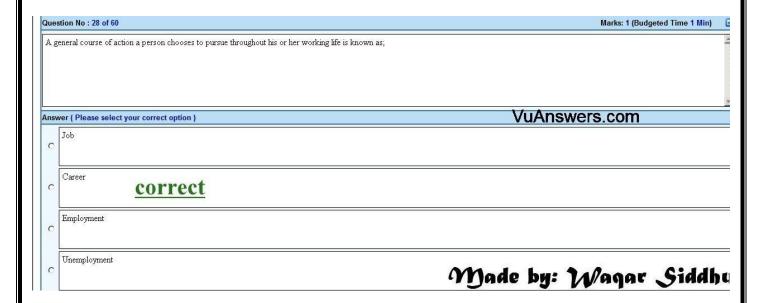
Que	estion No : 23 of 60	Marks: 1 (Budgeted Time 1 Min)			
Us	Usually it is observed that after becoming the team's captain the player's own performance declines. What could be the reason behind it?				
Ans	swer ( Please select your correct option )	swers.com			
0	Absence of task related knowledge				
o	Lack of high energy level				
О	Imposed on a team by management				
0	Unable to handle extra pressure  Correct  Yilloade by:	Waqar Siddhu			



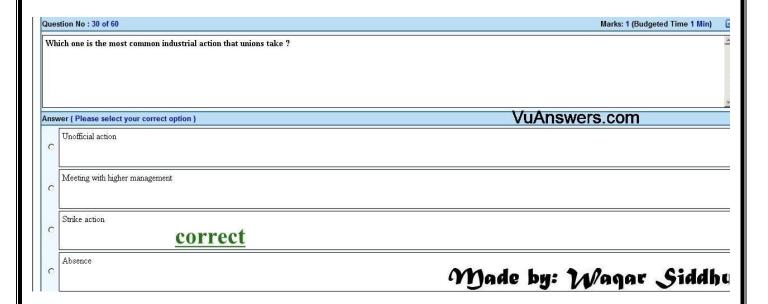


Que	estion No : 26 of 60	Marks: 1 (Budgeted Time 1 Min)
Fo	r which of the following reason, union-membership in organizations loses it's importance during recent years?	
Ans	wer ( Please select your correct option )	VuAnswers.com
c	Legislation protects workers in a better way  CORRECT	
0	Unions give advantage to union leaders	
С	Union membership is quite expensive	
c	Companies do not hire union members	Jade by: Waqar Siddhu

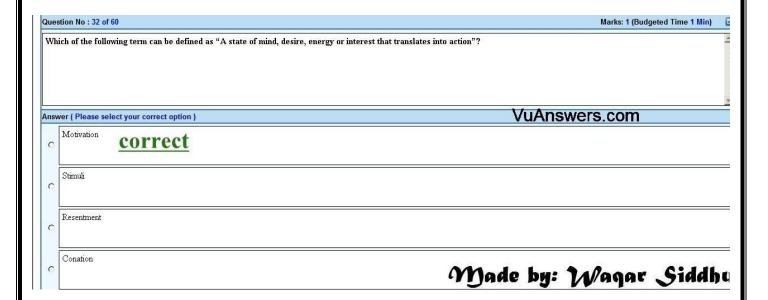
Que	Question No : 27 of 60 Marks: 1 (Bud	geted Time 1 Min)
	JJP Enterprise seeks to attract one of its managers to move to Gawadar to manage the working of its subsidiary in Gawadar. The firm will likely need to offer aaddition to a manager's base salary.	im
Ansv	Answer ( Please select your correct option ) VuAnswers.com	
С	Cost-of-living allowance	
o	C Bonus	
С	Hardship allowance Correct	
О	Tax equalization adjustment  Maqar	Siddho



Q	uestion No : 29 of 60	Marks: 1 (Budgeted Time 1 Min)
	Which of the following views of conflict argues that some conflict is absolutely necessary for a group to perform effectively?	
Α	nswer ( Please select your correct option )	VuAnswers.com
	Human relations  CORRECT	
	C Interactionist	
	Traditional	
	Functional	e by: Waqar Siddhu

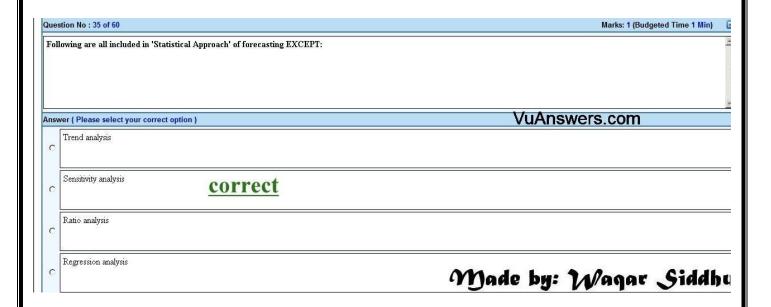


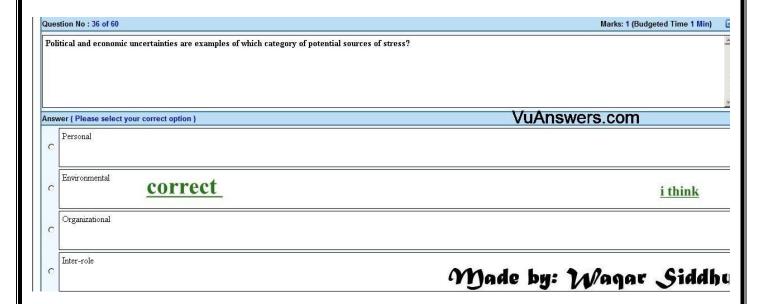
Que	stion No : 31 of 60	Marks: 1 (Budgeted Time 1 Min)
Ac	cording to Expectancy theory motivation is a function of three things. Which of the following combination is true?	
Ans	wer ( Please select your correct option )	VuAnswers.com
O	Existence, instrumentality and valance <u>correct</u>	
0	Existence, intuition and valance	
О	Expectancy, intuition and valance	
0	Expectancy, instrumentality and valance	nde by: Waqar Siddh

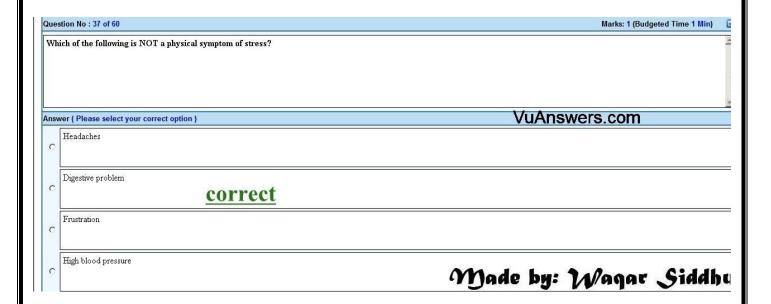




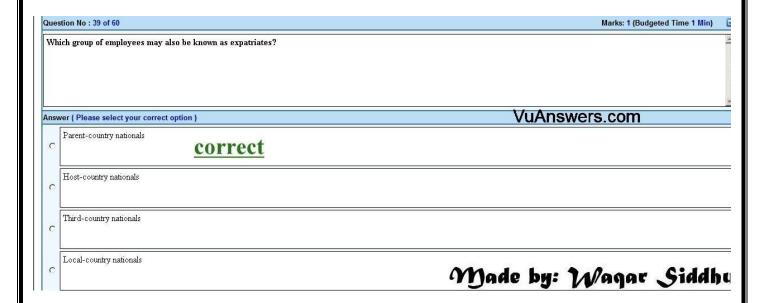
Qı	uestion No : 34 of 60	Marks: 1 (Budgeted Time 1 Min)
V	Vhich job analysis method is recommended for jobs like janitors, assembly line workers and accounting clerks?	
Ar	nswer ( Please select your correct option )	VuAnswers.com
(	Observation	
c		
(	Structured questionnaire	
c	Technical conference correct	ade by: Waqar Siddhu







Qı	uestion No : 38 of 60	Marks: 1 (Budgeted Time 1 Min)
I	If trait theories of leadership are valid, then which of the following statement is correct?	_
L		
Aı	nswer ( Please select your correct option )	VuAnswers.com
	Leaders are rigid	
	Leaders are trained	
	Leaders are bom Correct	
,	C Leaders are made	Made by: Waqar Siddhu



Que	estion No : 40 of 60	Marks: 1 (Budgeted Time 1 Min)
Th	e aspect of organizational culture that an employee can NOT see is:	.2
Ans	wer ( Please select your correct option )	VuAnswers.com
c	What motivates people	
0	Tempo of work	
O	Attitude toward authority  Correct	
0	All of the given options	Made by: Wagar Siddhu

Que	stion No : 41 of 60	Marks: 1 (Budgeted Time 1 Min)
Av	well written employee hand book will provide all of these benefits to the organization Except	2
Ansv	wer ( Please select your correct option )	VuAnswers.com
o	Provide specific guidelines that regulate behavior of individuals	
О	Provide an implied employment contract  CORRECT	
О	Provide details about disciplinary actions	
С	Provide a source of information regarding organizational rules and policies	Made by: Wagar Siddhu

Q	Question No : 42 of 60	Marks: 1 (Budgeted Time 1 Min)
	Organization has legitimacy and rationale configuration that is why it is said to be a/an:	
Aı	nswer ( Please select your correct option )	VuAnswers.com
	Formal organization <b>CORRECT</b>	
	Informal organization	
	Virtual organization	
50	Learning organization	Made by: Waqar Siddhu

C	Question No : 43 of 60	Marks: 1 (Budgeted Time 1 Min)
	"People working in your organization are more than the actual requirements". Which one of the following strategy you prefer to solve this problem?	
Α	Answer ( Please select your correct option )	s.com
	c Recruitment correct	
	Training Training	
	C Layoff	
	Merger Mode by: W	Pagar Siddhu

Que	estion No : 44 of 60	Marks: 1 (Budgeted Time 1 Min)
Pa	rt-time workers, temporaries, independent contractors; all fall under which of the given category?	
Ans	wer ( Please select your correct option )	VuAnswers.com
0	Conditional workers	
С	Transitory workers	
С	Interim workers	
c	Contingent workers  COTTECT	Made by: Wagar Siddhu

Que	estion No : 45 of 60	Marks: 1 (Budgeted Time 1 Min)
Int	erviews are most valuable for assessing a candidate's:	
Ansv	wer ( Please select your correct option )	VuAnswers.com
c	Applied level of mental skills	
0	Level of conscientiousness	
С	Interpersonal skills	
o	All of the given options  Correct	Made by: Wagar Siddhu

Que	stion No : 46 of 60 Marks: 1 (Budgeted Time 1 Min)	E
	med, 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 rformers, 20% as above average performers, 30% as average performers, 20% as below average performers, and 15% as poor performers. He is using a method.	12
Ansv	wer ( Please select your correct option ) VuAnswers.com	
o	Graphic rating scale	
О	Constant sum ranking scale	
С	Forced distribution Correct	
c	Alternation ranking  Made by: Wagar Siddh	) L

Que	estion No : 47 of 60	Marks: 1 (Budgeted Time 1 Min)
	ir. Faisal is generally considered unfriendly at work. His supervisor rates him low on the trait ork devotion, pressure handling etc . Faisal's performance appraisal may be effected due to:	'interpersonal relationships" but also rates him lower on other traits like hardworking,
Ans	swer ( Please select your correct option )	VuAnswers.com
c	Biasness	
О	Stereotyping	
С	Halo effects <u>correct</u>	
О	Strictness	Made by: Wagar Siddhi

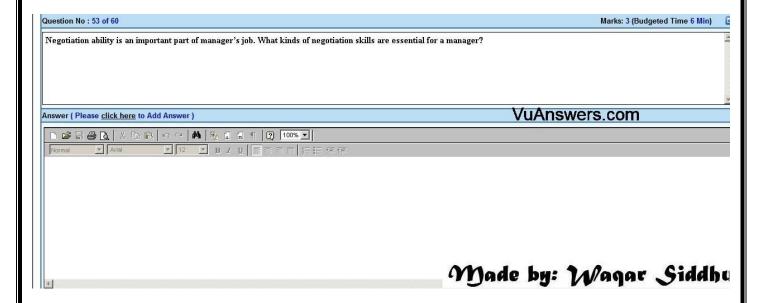
Que	stion No : 48 of 60	Marks: 1 (Budgeted Time 1 Min)
Th	e best way of reducing the problems of leniency or strictness in performance appraisals is to:	
Ans	wer ( Please select your correct option )	VuAnswers.com
0	Rank all employees at average	
С	Train supervisors to remain moderate  Correct	
o	Impose a distribution for performance	
c	Consider the purpose of the appraisal	Made by: Waqar Siddhu

Qu	restion No : 49 of 60	Marks: 1 (Budgeted Time 1 Min)
A	ccording to Maslow and Aldefer, pay or salary meets the needs of:	<u> </u>
An	swer ( Please select your correct option )	VuAnswers.com
0	People who have strong lower level needs	
	correct	
0	People who have strong higher level needs	
	People who have moderate to high level needs	
	People who have self actualization needs	244 1 1 2 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4
1		Made by: Waqar Siddhu

Que	estion No : 50 of 60	Marks: 1 (Budgeted Time 1 Min)
W	hich of the following strategy is said to be more effective to motivate contingent workers?	
Ans	wer ( Please select your correct option )	VuAnswers.com
c	Facilitate with job security  CORRECT	
С	Make jobs more appealing	
С	Develop interest through job rotation	
c	Provide challenging projects	Made by: Magar Siddhu

Que	estion No : 51 of 60 Marks: 1 (Budgeted Time 1 Min)
"S	ales managers of different regions of a company circulate details of potential customers to each other". Identify this type of communication.
Ans	wer ( Please select your correct option ) VuAnswers.com
O	Downward communication
О	Diagonal communication
О	Horizontal communication Correct
0	Upward communication  Magar Siddho

Que	estion No : 52 of 60	Marks: 1 (Budgeted Time 1 Min)
W	hich one of the following is NOT involved in 'Human Resource Planning'?	2
		<u>not sure</u>
Ans	wer ( Please select your correct option )	VuAnswers.com
О	Finding out the required number of people for the organization	ect
o	Giving chance to employees to design their personal plans	
С	Identifying the skills needed to accomplish the tasks	
c	Ensuring that human resource will be available when needed	Made by: Waqar Siddhu



Answer (Please click here to Add Answer)  VUANSWERS.COM  Stress is the body's nonspecific reaction to any demand made on it. For various reasons, programs dealing with stress and its related problems are becoming increasingly popular. Long-term productivity depends largely on the dedication and commitment of the company's employees. Employees are increasingly holding their employers liable for emotional problems they claim are work related. And, stress-related mental disorders have become the fastest-growing occupational disease. There is increasing evidence indicating that severe, prolonged stress is related to the diseases that are leading causes of death—coronary heart disease, stroke, hypertension, cancer, emphysema, diabetes, and cirrhosis; stress may even lead to suicide. Some signs that may indicate problems include impaired judgment and effectiveness, rigid behavior, me absences, emerging addictive behaviors, lowered self-esteem, and Allade by: Wagger Siddht	Question No : 54 of 60	Marks: 3 (Budgeted Time 6 Min)
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absences, emerging addictive behaviors, lowered self-esteem, an Made bu: 14/2001 Siddhu	include impaired judgment and effectivene	ss, rigid behavior, me
	absences, emerging addictive behaviors, lo	wered self-esteem, and Made bu: 14/agar Siddhu

