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MGT501 Final Term Papers by Waqar (File 2)

Question No : 1 of 60

Marks: 1 (Budgeted Time 1 Min)

Organizational Behavior is a study of investigating the impact of:

VuAnswers.com

Answer (Please select your correct option)

Employees' behavior in an organization

correct

Societal behavior on an organization

Country's culture on an organization

Country's economy on an organization

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Question No : 2 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

Enhance goals' complexity

Develop tools for measurable goals

correct

Redefine goals frequently

Ensure goals attainment

Made by: Waqar Siddhu

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Question No : 3 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

Organizing

correct

not confirm

Controlling

Planning

Leading

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Question No : 4 of 60

Marks: 1 (Budgeted Time 1 Min)

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
- Impose a distribution for performance
- Consider the purpose of the appraisal

correct

Made by: Waqar Siddhu

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Question No : 5 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 6 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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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

Planning

Decentralization

Restructuring

Outsourcing

correct

Made by: Waqar Siddhu

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Question No : 8 of 60

Marks: 1 (Budgeted Time 1 Min)

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?

Answer (Please select your correct option)

VuAnswers.com

Reliable test

correct

Content-valid test

Combination-valid test

Face-valid test

Made by: Waqar Siddhu

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Question No : 9 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

- Improve job satisfaction among senior staff
- Enhance employee performances through such concerns
- Prepare employees for their upcoming retired life
- Minimize medical claims from retirees

correct

Made by: Waqar Siddhu

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Question No : 10 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 11 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

Ranking method

correct

Classification method

Factor comparison method

Point factor method

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Question No : 12 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question 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 performance?

Answer (Please select your correct option)

VuAnswers.com

Merit pay

correct

Variable pay

Piecework pay

Job-based pay

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Question No : 14 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

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

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Question No : 15 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

Competency-based pay

Skilled-base pay

Merit-based pay

correct

Seniority-based pay

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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 organization, the move would be considered as:

Answer (Please select your correct option)

VuAnswers.com

Ethical

Neutral

Unethical

correct

Intense

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Question No : 17 of 60

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?

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

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Question No : 18 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

correct

Collapse

Fatigue

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Question No : 19 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

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

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Question No : 20 of 60

Marks: 1 (Budgeted Time 1 Min)

_____ 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

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Question No : 21 of 60

Marks: 1 (Budgeted Time 1 Min)

_____ 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

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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

correct

Organizing

Planning

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Question No : 23 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 24 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

correct

Situational Theory

Behavioral Theory

Motivational Theory

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Question No : 25 of 60

Marks: 1 (Budgeted Time 1 Min)

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

correct

Command over larger number of employees

Strictly impose the set rules

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Question No : 26 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

correct

Unions give advantage to union leaders

Union membership is quite expensive

Companies do not hire union members

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Question No : 27 of 60

Marks: 1 (Budgeted 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 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

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Question No : 28 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

Job

Career

correct

Employment

Unemployment

Made by: Waqar Siddhu

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Question 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?

VuAnswers.com

Answer (Please select your correct option)

Human relations

correct

Interactionist

Traditional

Functional

Made by: Waqar Siddhu

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Question No : 30 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

Unofficial action

Meeting with higher management

Strike action

correct

Absence

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Question No : 31 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

Existence, instrumentality and valance

correct

Existence, intuition and valance

Expectancy, intuition and valance

Expectancy, instrumentality and valance

Made by: Waqar Siddhu

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Question No : 32 of 60

Marks: 1 (Budgeted Time 1 Min)

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

For More Visit **VU Answer**

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Question No : 33 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 34 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 35 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 36 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

correct

i think

Organizational

Inter-role

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Question No : 37 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

Headaches

Digestive problem

correct

Frustration

High blood pressure

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Question No : 38 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

Leaders are rigid

Leaders are trained

Leaders are born

correct

Leaders are made

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Question No : 39 of 60

Marks: 1 (Budgeted Time 1 Min)

Which group of employees may also be known as expatriates?

VuAnswers.com

Answer (Please select your correct option)

Parent-country nationals

correct

Host-country nationals

Third-country nationals

Local-country nationals

Made by: Waqar Siddhu

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Question No : 40 of 60

Marks: 1 (Budgeted Time 1 Min)

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
- All of the given options

correct

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Question No : 41 of 60

Marks: 1 (Budgeted Time 1 Min)

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
- Provide details about disciplinary actions
- Provide a source of information regarding organizational rules and policies

correct

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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:

VuAnswers.com

Answer (Please select your correct option)

Formal organization

correct

Informal organization

Virtual organization

Learning organization

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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?

Answer (Please select your correct option)

VuAnswers.com

Recruitment

correct

Training

Layoff

Merger

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Question No : 44 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

Conditional workers

Transitory workers

Interim workers

Contingent workers

correct

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Question No : 45 of 60

Marks: 1 (Budgeted Time 1 Min)

Interviews are most valuable for assessing a candidate's:

VuAnswers.com

Answer (Please select your correct option)

Applied level of mental skills

Level of conscientiousness

Interpersonal skills

All of the given options

correct

Made by: Waqar Siddhu

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Question No : 46 of 60

Marks: 1 (Budgeted Time 1 Min)

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
- Alternation ranking

correct

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Question No : 47 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 48 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 49 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

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

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Question No : 50 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

Facilitate with job security

correct

Make jobs more appealing

Develop interest through job rotation

Provide challenging projects

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Question No : 51 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.

Answer (Please select your correct option)

VuAnswers.com

Downward communication

Diagonal communication

Horizontal communication

correct

Upward communication

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Question No : 52 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 53 of 60

Marks: 3 (Budgeted Time 6 Min)

Negotiation ability is an important part of manager's job. What kinds of negotiation skills are essential for a manager?

Answer ([Please click here to Add Answer](#))

VuAnswers.com

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Question No : 54 of 60

Marks: 3 (Budgeted Time 6 Min)

What do you know about 'Stress-prone employees'?

VuAnswers.com

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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

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Question No : 55 of 60

Marks: 3 (Budgeted Time 6 Min)

Mention any three reasons of failure of international assignments and also give its remedies.

Answer (Please click here to Add Answer)

VuAnswers.com

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Why International Assignments End in Failure:--

The failure, expatriates is estimated to be in the 20 to 40 percent range. Six factors account for most failures.

1. Career blockage
2. Culture shock
3. Lack of pre-departure cross-cultural training
4. Overemphasis on technical qualifications
5. Getting rid of a troublesome employee
6. Family problems

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Question No : 56 of 60

Marks: 5 (Budgeted Time 10 Min)

What are the criteria that make the leaders & managers similar to each other?

Answer ([Please click here to Add Answer](#))

VuAnswers.com

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There are some points by which leaders and manager become similar to each others:.

1. Both leader and manager interact and motivate their subordinates.
2. Both leader and manager have power over their subordinates.
3. Leaders work for achieving the desire strategic goals while managers also work for getting their goals.
4. Both works in organizations. Both are responsible for their subordinates and people.

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Question No : 57 of 60

Marks: 5 (Budgeted Time 10 Min)

Explain the measures that can be taken to enhance the effectiveness of organizational discipline.

VuAnswers.com

Answer (Please click here to Add Answer)

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Question No : 58 of 60

Marks: 5 (Budgeted Time 10 Min)

While hiring few organizations prefer internal recruitment but some refuse this mode of recruitment. List down the reasons for which internal recruitment is preferred and rejected.

Answer (Please click here to Add Answer)

VuAnswers.com



The screenshot shows a web browser window with a toolbar at the top. The main content area contains a list of advantages and disadvantages of internal recruitment. The text is as follows:

- Advantages of Internal Recruitment:
 1. Provides greater motivation for good performance.
 2. Provides greater opportunities for present employees
 3. Provides better opportunity to assess abilities
 4. Improves morale and organizational loyalty
 5. Enables employees to perform the new job with little lost time
- Disadvantages of Internal Recruitment:
 1. Creates a narrowing thinking and stale ideas
 2. Creates pressures to compete
 3. Creates homogeneous workforce
 4. Chances to miss good outside talent Requires strong management to train for technology.

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Question No : 59 of 60

Marks: 5 (Budgeted Time 10 Min)

Being a student, identify the major stressors in your life. Are they effecting your educational goals, positively or negatively?

Answer ([Please click here to Add Answer](#))

VuAnswers.com

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Question No : 60 of 60

Marks: 5 (Budgeted Time 10 Min)

The human resource department of an automobile assembling company is introducing the performance appraisal system. The crucial point is to decide the basis on which performance should be measured. There are three different points of views; it should be trait based, behavior based or result based system. Which system is better and why?

Answer ([Please click here to Add Answer](#))

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Question No : 60 of 60

Marks: 5 (Budgeted Time 10 Min)

The human resource department of an automobile assembling company is introducing the performance appraisal system. The crucial point is to decide the basis on which performance should be measured. There are three different points of views; it should be trait based, behavior based or result based system. Which system is better and why?

Answer ([Please click here to Add Answer](#))

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Question No : 60 of 60

Marks: 5 (Budgeted Time 10 Min)

The human resource department of an automobile assembling company is introducing the performance appraisal system. The crucial point is to decide the basis on which performance should be measured. There are three different points of views; it should be trait based, behavior based or result based system. Which system is better and why?

Answer ([Please click here to Add Answer](#))

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