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MGT501 Final Term Papers by Waqar (File 3)

Question No : 1 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 2 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

Job offer

Job fair

correct

Job festival

Job listing

Made by: Waqar Siddhu

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Question No : 3 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 4 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

- Solely ensuring job security of employees
- Provide career development opportunities
- Promise after retirement incentives only
- Offer stock options limited to senior employees

correct

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Question No : 5 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following is NOT included in job description?

VuAnswers.com

Answer (Please select your correct option)

Job title

Job authority

Job competency

Job status

correct

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Question No : 6 of 60

Marks: 1 (Budgeted Time 1 Min)

'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

correct

Supply input devices

Supply output devices

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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

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Question No : 8 of 60

Marks: 1 (Budgeted Time 1 Min)

HRM is associated with the management of:

VuAnswers.com

Answer (Please select your correct option)

General public

Labor force

Organizational people

correct

Employers

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Question No : 9 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 10 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 11 of 60

Marks: 1 (Budgeted Time 1 Min)

Performance is a function of:

VuAnswers.com

Answer (Please select your correct option)

Ability, effort, opportunity

correct

Ability, expectancy, salary

Ability, skill, knowledge

Motivation, attractiveness, support

Made by: Waqar Siddhu

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Question No : 12 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

Performance outcomes

Performance determinants

correct

Performance measures

Performance standards

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Question No : 13 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

Base pay

Competency-based pay

correct

Bonus pay

Piecework pay

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Question No : 14 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

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

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

correct

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

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

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Question No : 15 of 60

Marks: 1 (Budgeted Time 1 Min)

'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

correct

Management rights

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Question No : 16 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

Unable to handle extra pressure

correct

Absence of task related knowledge

Lack of high energy level

Imposed on a team by management

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Question No : 17 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 : 18 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 : 19 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

correct

Motivational Theory

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Question No : 20 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 21 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

Retirement

Resignation

Lay-off

Demotion

correct

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Question No : 22 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

Monthly commission

Employee autonomy

correct

Stock option

Medical allowance

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Question No : 23 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 : 24 of 60

Marks: 1 (Budgeted Time 1 Min)

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

pg 102

Answer (Please select your correct option)

VuAnswers.com

Repetition

Participation

Growth

correct

Relevance

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Question No : 25 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 26 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 27 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 28 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 29 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

- 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

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Question No : 30 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

Made by: Waqar Siddhu

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Question No : 31 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 32 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 trained

Leaders are born

correct

Leaders are made

Leaders are rigid

Made by: Waqar Siddhu

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Question No : 33 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

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Question No : 34 of 60

Marks: 1 (Budgeted Time 1 Min)

_____ 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

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Question No : 35 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?

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

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Question No : 36 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 37 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 38 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 39 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 : 40 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

Job advertisements

Job postings

correct

Internship programs

Job fairs

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Question No : 42 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

Appraisals are subject to halo effects

Ratings are higher than rated by supervisors

correct

No significant difference occurs

Influence of stereotype is greater

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Question No : 43 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 44 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 45 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 46 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

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

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Question No : 47 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

- 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

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Question No : 48 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 49 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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Question No : 50 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

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

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Question No : 51 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

Enrichment

Empowerment

correct

Acknowledgement

Appraisal

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Question No : 52 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer (Please select your correct option)

- Efficient procedures
- Increased absenteeism
- Low manufacturing costs
- Employee involvement

correct

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Question No : 53 of 60

Marks: 3 (Budgeted Time 6 Min)

"'Burnout' is a negative behavioral aspect of employees". Elaborate this statement.

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

VuAnswers.com

Burnout is a pattern of emotional, physical, and mental exhaustion in response to chronic job stressors. It is an incapacitating condition in which individuals lose a sense of the basic purpose and fulfillment of their work. Burnout has been described as a state of fatigue or frustration that stems from devotion to a cause, way of life, or relationship that did not provide the expected reward. It is often found in a midlife or mid-career crisis, but it can happen at different times to different people. Individuals in the helping professions such as teachers and counselors seem to be susceptible to burnout, whereas others may be vulnerable because of their upbringing, expectations, or their personalities. Burnout is frequently associated with people whose jobs require close relationships with others under stressful and tension-filled conditions. The dangerous part of burnout is that it is contagious. A highly cynical and pessimistic burnout victim can quickly transform an entire group into burnouts. It is important to deal with it quickly; once it has begun, it is difficult to reverse.

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Question No : 54 of 60

Marks: 3 (Budgeted Time 6 Min)

All people know that our politic leaders never fulfill all the promises which they made during election campaigns but still they succeed. Why?

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

VuAnswers.com

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Question No : 55 of 60

Marks: 3 (Budgeted Time 6 Min)

Being a student, what type of recognition would be motivational for you? How do you know?

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

VuAnswers.com

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Recognition—Its purpose is to identify the union that is recognized as the bargaining representative and to describe the bargaining unit.

further write according to your point of view keeping in mind the defination.

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Question No : 56 of 60

Marks: 5 (Budgeted Time 10 Min)

State the difference between consultant & specialist. Explain with an example.

VuAnswers.com

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

Specialist may be a human resource executive, manager, or non-manager who typically is concerned with only one of the functional areas of human resource management.

consultants can provide a learning environment in which workers can gain practical skills for working in teams.

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Question No : 57 of 60

Marks: 5 (Budgeted Time 10 Min)

Suppose you are working in a manufacturing firm, would you like to join the union or not. What arguments do you give in favor or against joining union?

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

VuAnswers.com

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Question No : 58 of 60

Marks: 5 (Budgeted Time 10 Min)

What type of gains & losses can be associated with the 'piecework-pay plan'?

VuAnswers.com

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

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Question No : 59 of 60

Marks: 5 (Budgeted Time 10 Min)

"HR functions are interrelated to each other". Do you agree or disagree? Support your answer with an example.

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

VuAnswers.com

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Question No : 60 of 60

Marks: 5 (Budgeted Time 10 Min)

Why do employers need to evaluate employees? Why it is important to keep a written record of a performance evaluation?

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

VuAnswers.com

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