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## MGT501 Final Term Papers by Waqar (File 4)

Question No : 1 of 60

Marks: 1 (Budgeted Time 1 Min)

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

apni dua mai yad rakhna :)

apni dua mai yad rakhna :)

Answer ( Please select your correct option )

VuAnswers.com

Job analysis

**ok**

Job title

Job evaluation

Job worth

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Question No : 2 of 60

Marks: 1 (Budgeted Time 1 Min)

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

apni dua mai yad rakhna :)

Answer ( Please select your correct option )

VuAnswers.com

Job analysis

Job description

ok

Job specification

Job evaluation

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Question No : 3 of 60

Marks: 1 (Budgeted Time 1 Min)

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

apni dua mai yad rakhna :)

Answer ( Please select your correct option )

VuAnswers.com

Job fairs

Recent grads

Internship programs

Recruiting sites

ok

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Question No : 4 of 60

Marks: 1 (Budgeted Time 1 Min)

In order to promote unbiased management, organizations should develop:

VuAnswers.com

Answer ( Please select your correct option )

Powerful union

Legal compliance

ok

Strategic alliances

Stakeholder influence

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Question No : 5 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer ( Please select your correct option )

Interpersonal role

Decisional role

ok

Informational role

Supportive role

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Question No : 6 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer ( Please select your correct option )

Supervisor's rude attitude

No recognition of efforts

Job insecurity and safety

Missing out the thanking notes

ok

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Question No : 7 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

VuAnswers.com

Central tendency

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

Strictness **ok**

Halo effect

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Question No : 8 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

VuAnswers.com

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

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Question No : 9 of 60

Marks: 1 (Budgeted Time 1 Min)

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

nhi pta

Answer ( Please select your correct option )

VuAnswers.com

Authority

Decentralization

Empowerment

Centralization

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Question No : 10 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

VuAnswers.com

Job analysis

Job specification

ok

Job description

Job evaluation

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Question No : 11 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

VuAnswers.com

Recruitment

Selection

ok

Staffing

Enrollment

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Question No : 12 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer ( Please select your correct option )

Employee training

Employee orientation

Employee rights

ok

Employee appraisals

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Question No : 13 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

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Question No : 14 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

VuAnswers.com

Career development opportunities

Commitment from top management

Feedback in term of appropriate rewards

Clearly defined job description

ok

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Question No : 15 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer ( Please select your correct option )

Paired comparison

Management by objective

ok

Alternation ranking

Graphic rating scale

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Question No : 16 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

VuAnswers.com

Generate critical incidents

Re-allocate incidents

Scale incidents

Develop performance dimensions

ok

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Question No : 17 of 60

Marks: 1 (Budgeted Time 1 Min)

Ranking method is only effective for:

VuAnswers.com

Answer ( Please select your correct option )

Large number of jobs

ok

Non-managerial jobs

Few jobs to be evaluated

Executive level jobs only

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Question No : 18 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer ( Please select your correct option )

On-the-job breaks

ok

Annual holidays

Flexi time

Paid leaves

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Question No : 19 of 60

Marks: 1 (Budgeted Time 1 Min)

Performance measures include all of the following, EXCEPT:

VuAnswers.com

Answer ( Please select your correct option )

Individual's productivity

Team's productivity

Departmental productivity

Market productivity

ok

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Question No : 20 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

VuAnswers.com

Everyone competing for scarce resources

Interactionist view about employees

Poor coordination among employees

ok

Stereotypical views about employees

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Question No : 21 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

VuAnswers.com

- Goal incompatibility
- Different values and beliefs
- Lack of resources and finances
- Strengthened team dynamics

ok

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Question No : 22 of 60

Marks: 1 (Budgeted Time 1 Min)

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

nhi pta

Answer ( Please select your correct option )

VuAnswers.com

Competitors' move

Stakeholders' desire

Union proposals

Organization's rules

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Question No : 23 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

ok

Repatriation

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Question No : 24 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

VuAnswers.com

Managing

Leading

ok

Organizing

Planning

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Question No : 25 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer ( Please select your correct option )

Leader **ok**

Employee

Organization

HR department

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Question No : 26 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

ok

Command over larger number of employees

Strictly impose the set rules

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Question No : 27 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?

Answer ( Please select your correct option )

VuAnswers.com

Trait Theory

Situational Theory

Behavioral Theory

ok

Motivational Theory

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Question No : 28 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

ok

**Made by: Waqar Siddhu**

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Question No : 29 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer ( Please select your correct option )

Operant conditioning

Social learning

Personality development

i think this

None of the given options

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Question No : 30 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?

Answer ( Please select your correct option )

VuAnswers.com

Tactical skills

ok

Human skills

Technical skills

Conceptual skills

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Question No : 31 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?

Answer ( Please select your correct option )

VuAnswers.com

First offense

ok

Second offense

Third offense

Fourth offense

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Question No : 32 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

VuAnswers.com

Creativity is there but not synergy

ok

Creativity & synergy

Synergy is there but not creativity

Create trust for employee

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Question No : 33 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

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Question No : 34 of 60

Marks: 1 (Budgeted Time 1 Min)

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

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

Answer ( Please select your correct option )

VuAnswers.com

Alderfer

McGregor

i think this 50% sure

Edward Thorndike

McClelland

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Question No : 35 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

VuAnswers.com

Affiliation, Power, and Achievement

ok

Affiliation, Personality, and Achievement

Affection, Power, and Achievement

Affiliation, Personality, and Association

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Question No : 36 of 60

Marks: 1 (Budgeted Time 1 Min)

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

nhi pta

Answer ( Please select your correct option )

VuAnswers.com

Training

Development

Orientation

Evaluation

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Question No : 37 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer ( Please select your correct option )

Economic conditions

Task demands

Role demands

ok

Interpersonal demands

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Question No : 38 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

VuAnswers.com

Selection and placement

Redesigning jobs

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

Goal setting

Relaxation

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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

ok

Host-country nationals

Third-country nationals

Local-country nationals

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Question No : 40 of 60

Marks: 1 (Budgeted Time 1 Min)

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

VuAnswers.com

Answer ( Please select your correct option )

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

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Question No : 41 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

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Question No : 42 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

okkkkk  
or role expectation be ans ha iska

All of the given options

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Question No : 43 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

VuAnswers.com

Analytical ability

Logical thinking

Inductive reasoning

All of the given options

ok

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Question No : 44 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

VuAnswers.com

Sales

Capital

Input

Output

ok

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Question No : 45 of 60

Marks: 1 (Budgeted Time 1 Min)

HR generalist is involved in:

VuAnswers.com

Answer ( Please select your correct option )

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

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Question No : 46 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

VuAnswers.com

HR executives

HR generalists

ok

HR specialists

HR department

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Question No : 47 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

VuAnswers.com

This is used to have a face to face interaction

Demonstration is mandatory for all post graduate colleges

Delivering lecture is a type of work sampling

This is an example of group interview

ok or ya be ha  
this is an example of in-basket simula **Made by: Waqar Siddhu**

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Question No : 48 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

VuAnswers.com

Decrease the importance of performance appraisal system of organization **ok**

Increase the motivational level of employees of organization

Increase the focus of employees towards their career development

None of the given options

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Question No : 49 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

VuAnswers.com

Mandatory bargaining issue

ok

Permissive bargaining issue

Prohibited bargaining issue

Obligatory bargaining issue

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Question No : 50 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

ok

Violation of employment at will

Implementation of discrimination law

Clear violation of labor laws

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Question No : 51 of 60

Marks: 1 (Budgeted Time 1 Min)

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

nhi pta

Answer ( Please select your correct option )

VuAnswers.com

Distributive

Procedural

Interpersonal

Informational

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Question No : 52 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

VuAnswers.com

- Career Path
- Career Planning
- Career Short Sightedness
- Career Development

ok

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Question No : 53 of 60

Marks: 3 (Budgeted Time 6 Min)

What are the measures one should take to overcome the problem of "Do Only What You Get Paid for" Syndrome?

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

VuAnswers.com



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Question No : 54 of 60

Marks: 3 (Budgeted Time 6 Min)

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

VuAnswers.com

Answer ( Please click here to Add Answer )

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Question No : 55 of 60

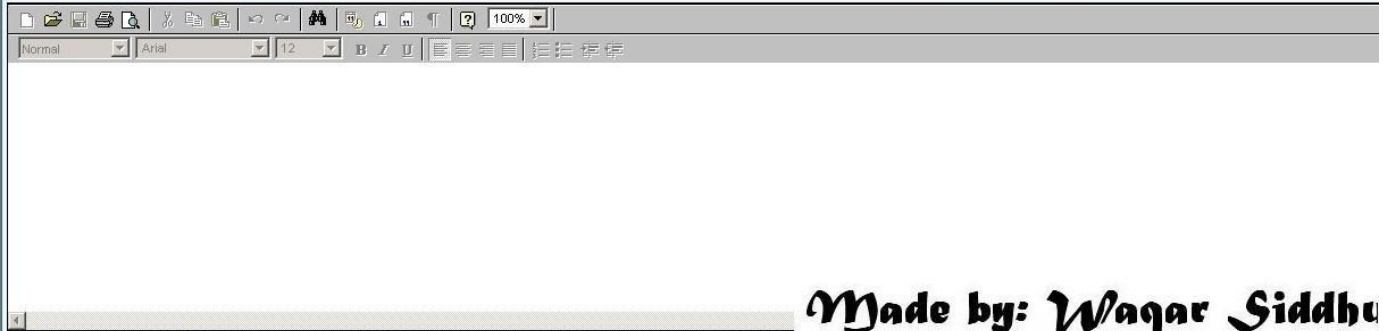
Marks: 3 (Budgeted Time 6 Min)

People working in a paint manufacturing plant are required to wear worker uniform, long shoes, hard hat, and safety glasses, but one of the workers does not wear all these things. When his boss inquired him on this matter, he replied that he does not like to wear them and there had been no accident took place for the last 15 years on the job; therefore there is no need of it.

The argument given by worker is valid or disciplinary action should be taken against him?

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

VuAnswers.com



The image shows a screenshot of a rich text editor. At the top, there is a toolbar with various icons for text formatting, alignment, and editing. Below the toolbar, there is a dropdown menu for font style (set to 'Normal') and font face (set to 'Arial'). To the right of the font face, there is a dropdown for font size (set to '12'). Further right, there are icons for bold (B), italic (I), underline (U), and other text formatting options. The main area of the editor is a large, empty white space for typing the answer.

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Question No : 56 of 60

Marks: 5 (Budgeted Time 10 Min)

Why companies hire individuals on frequent basis?

VuAnswers.com

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

Normal Arial 12 B I U

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Question No : 57 of 60

Marks: 5 (Budgeted Time 10 Min)

Discuss the roles of tactical, operational & strategic managers with the help of hierarchical diagram.

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

VuAnswers.com

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Question No : 58 of 60

Marks: 5 (Budgeted Time 10 Min)

Labor unions are considered as representative of employees but some organizations do not have labor union even then they have very good employee-management relationships. Analyze the factors that minimize the need of labor union in an organization.

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

VuAnswers.com

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Question No : 59 of 60

Marks: 5 (Budgeted Time 10 Min)

Suppose you are designing a job evaluation plan by using job ranking method for a small business firm consisting of 25 jobs. You are required to mention, who will be responsible for conducting it and what procedure will be adopted to ensure successful implementation?

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

VuAnswers.com



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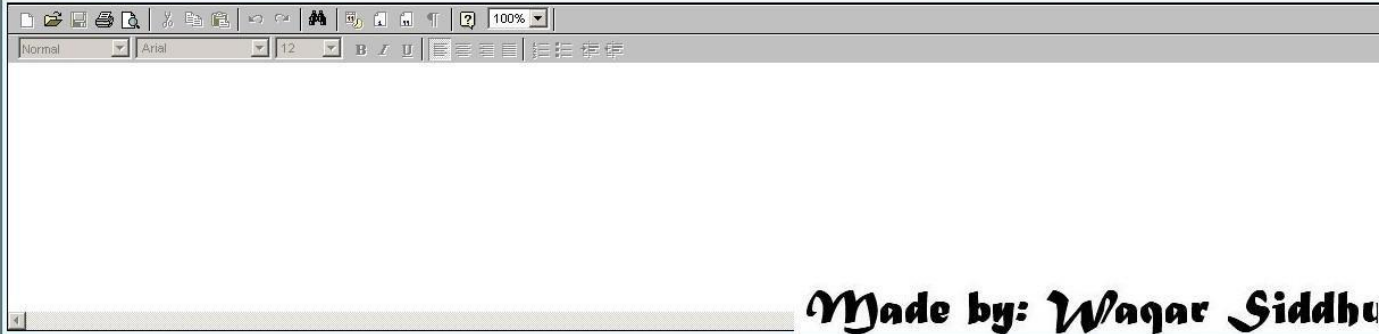
Question No : 60 of 60

Marks: 5 (Budgeted Time 10 Min)

Suppose you are running a business and need to fill vacancies of both permanent and contingent workers. For each job, write a complete compensation package that outlines monetary and non monetary benefits.

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

VuAnswers.com



The image shows a rich text editor interface. At the top, there is a toolbar with various icons for text formatting and editing. Below the toolbar, there is a large text area for writing the answer. The text area is currently empty. The editor is set to 'Normal' style, 'Arial' font, and size '12'. The toolbar includes icons for bold, italic, underline, strikethrough, text color, background color, bulleted list, numbered list, link, unlink, and other standard text editing functions.

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