

MGT501 Quiz#3

By Masters

1. Which one is NOT the disadvantage of employee separation?

Select the correct option

- a. Selection costs
- b. Opportunity for greater diversity**
- c. Training costs
- d. Recruitment costs

2. A period of time off work as a result of disciplinary process which may be for one day or several weeks is known as:

Select the correct option

- a. layoff
- b. Dismissal
- c. Suspension**
- d. Unemployment

3. According to which of the following view, "conflict should be encouraged and managed"? Select the correct option

- a. Human Relations View
- b. Behavioral view
- c. Interactionist View**
- d. Traditional View

4. Negative consequences of conflict on team performance include all except

Select the correct option

- a. Increased focus on winning at all cost
- b. Distorted judgments
- c. Focus on common goals
- d. Lack of cooperation

5. Over a land dispute, the court awarded the land to one party and denounced the right of the other party over this piece of land. This is an example of:

select the correct option

- a. Win-Win
- b. Win Lose
- c. Lose-Lose
- d. None of the given options

6. Mr. All works in a group of ten people and attempts to affect the thoughts or the behavior of other people working with him although he has no official right for this thing. He is actually exercising

Select the correct option

- a. Power
- b. Authority
- c. Politics
- d. Influence

7. The marketing manager of organization ABC always welcomes the conflict and tactfully deals with it in a peaceful way as he thinks it is the source of creativity and innovation. His philosophy refers to:

Select the correct option

- a. Traditional View
- b. Mechanical View
- c. Interactionist View
- d. Human Relations View

8. The manager of a firm XYZ works constantly and tries level best so that the conflict may not arise as he thinks it is very bad and must be avoided. His philosophy regarding the conflict actually refers to:

Select the correct option

- a. Interactionist View
- b. Traditional View
- c. Human Relations View
- d. Mechanical View

9. There are two managers in an organization leading their respective departments Manager of Finance department dislikes the conflict while the manager of HR department considers it natural and accepts it. The philosophy of HR Manager refers to

select the correct option

- a. Human Relations View
- b. Traditional View
- c. Mechanical View

d. interactionist View

10. "I tell the other person my ideas actively seek out the other person's ideas, and search for mutually beneficial solution. This statement depicts which of the following conflict management style?

Select the correct option

a. Competing

b. Collaborating

c. Compromising

d. Avoiding

11. Mr. A is a manager of ABC organization, he believes that minimum level of conflict is necessary for better problem solving and creativity. His philosophy regarding conflict refers to

Select the correct option

a. Traditional view

b. Classical view

c. Human Relations view

d. Interactionist view

12. Following are considered as power tactic EXCEPT

Select the correct option

a. Coalitions

b. Consultation:

c. Substitution

d. Rational persuasion

13. Which of the following is not relevant to Hot Stove Rule?

Select the correct option

a. It provides No warning

b. It is immediate

c. it is impersonal

d. it is consistent

14. Over a dispute in a remote village, there occurred a bloody war that claimed the lives of many people from both sides

and the foud is still intact, it is an example of

Select the correct option

a. Win Lose

b. None of the given options

c. Win-Win

d. Lose-Lose

15. Which one of the following rights provides the shield from discrimination, secure working condition and union construction?

Select the correct option

a. Statutory rights

b. Contractual rights

c. Employee rights

d. Management rights

16. Rivalry between individuals over an outcome that both seeks is called...

Select the correct option

a. Compromise

b. Competition

c. Conflict

d. Cooperation

17. if employees of an organization have made absenteeism a habit, this refers to a

Select the correct option

a. Disciplinary Issue

b. Production issue

c. Ethical issue

d. Legal issues

18. There are two managers in an organization leading their respective departments Manager of Finance department dislikes the conflict while the manager of HR department considers it natural and accepts it The philosophy of HR Manager refers to

Select the correct option

a. Human Relations View

b. Mechanical View

c. Interactionist View

d. Traditional View

19. Mr. All holds PhD in the field of management sciences and considered as a well leamed person. His views are respected and considered as final. This all refers to

Select the correct option

a. Positional power

b. Reward power

c. Expert power

d. Legitimate power

20. A manager says "try maximum to stay away from the matters that are sources of disputes among my team members".

What does this statement demonstrate?

Select the correct option

a. The manager is cooperating with his team members in seeking a dispute resolution

b. The manager is trying to find a mutually agreeable win-win solution

c. The manager is satisfying one's interest regardless of the impact on the other party

d. The manager is trying to avoid conflict or hiding the head in the sand.

21. Which one of the following power approaches is best at organizational level?

Select the correct option

a. Exchange

b. Consultation

c. Rational persuasion

d. Pressure

22. Identify the type of conflict which is not related to the workplace.

Select the correct option

a. Intrapersonal conflict

b. Task conflict

c. Process conflict

d. Relationship conflict

23. "I tell the other person my ideas, actively seek out the other person's ideas, and search for mutually beneficial solution. This statement depicts which of the following conflict management style?

Select the correct option

a. Competing

b. Avoiding

c. Compromising

d. Collaborating

24. All the employees working in the department emphasize on relationship with Mr. Ali more than their output because he gives favors to those who have good relationships with him. He enjoys this status because of:

Select the correct option

a. Reward power

b. Legitimate power

c. Expert power

d. Coercive power

25. Mr. A is a manager of ABC organization, he believes that minimum level of conflict is necessary for better problem solving and creativity. His philosophy regarding conflict refers to:

Select the correct option

- a. Interactionist view
- b. Traditional view
- c. Classical view

26. Power attained by a person through his/her structured position within the organization is:

select the correct option

- a. Legitimate power
- b. Coercive power
- c. Referent power
- d. Expert power

27. "Conflict is bad and should be avoided" fall under which one of the following views?

Select the correct option

- a. Interactionist View
- b. Human Relations View
- c. Behavioral view
- d. Traditional View

28. The manager of a firm XYZ works constantly and tries level best so that the conflict may not arise as he thinks it is very bad and must be avoided. His philosophy regarding the conflict actually refers to

slect the correct option

- a. Mechanical View

- b. Interactionist View
- c. Human Relations View
- d. Traditional View

30. Over the issue of rise in pay scales, the collective bargaining agent had many meetings with the top management of the organization and both had totally divergent views at the beginning but the talk ended in a way that both partially moved from their earlier stance and got happy. It is an example of

Select the correct option

- a. Lose-Lose
- b. Win Lose
- c. Win-Win
- d. None of the given options



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