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1. Overcoming resistance to change by involving the people who oppose the change in the change process and decision making refers to:

Options:

- Cooperation
- Coercion
- Participation
- Manipulation

Correct Option: Participation

2. Which of the following terms is part of the definition of a strong culture?

Options:

- Narrowly shared values
- Low behavioral controls
- Deeply held values
- Weakly held values

Correct Option: Deeply held values

3. A process that collects and illustrates aspects of a job and identifies the skills required to perform the job is:

Options:

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- Job Design
- Job Evaluation
- Job Analysis
- Job Analysis

Correct Option: Job Analysis

4. The organizational design of Aleem Enterprise is characterized by a low degree of departmentalization, centralized authority, and limited formalization. Identify the organizational design of Aleem Enterprise:

Options:

- Matrix structure
- Matrix structure
- Simple structure
- Bureaucratic structure

Correct Option: Simple structure

5. Which of the following is not a source of data collection for job analysis?

Options:

- Customers
- Employees
- Job Analyst
- Manager

Correct Option: Customers

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6. Culture is most likely to be a liability when:

Options:

- Countercultures are integrated into the dominant cultures
- The organization's management is ineffectual
- It increases the consistency of behavior
- The organization's environment is dynamic

Correct Option: The organization's environment is dynamic

7. Which of the following statements describe the "Dominant Culture" in any organization?

Options:

- A culture that expresses the core values that are shared by a majority of members.
- A culture in which core values are widely shared and intensively held.
- All of the given
- A culture that is typically defined by department designation and geographical separation.

Correct Option: All of the given

8. Which of the following processes provides the base to establish a fair and equitable salary and wage system in any organization?

Options:

- Job Design
- Job Evaluation
- None of the given
- Job Analysis

Correct Option: Job Evaluation

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9. All of the following are emotion-focused strategies for organizations to deal with stress EXCEPT:

Options:

- Flexible work schedule
- Flexible work schedule
- Personal days and sabbaticals
- Employee assistance programs

Correct Option: Flexible work schedule

10. What is meant by the term "appraisal"?

Options:

- A system to describe employees' job description
- A system to determine employees' wages and salaries
- A system to improve employees' performance
- A system to evaluate employees' performance over a given time period

Correct Option: A system to evaluate employees' performance over a given time period

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