

MGT502:QUIZ#3

Quiz Start Time: 12:32 PM

Question # 1 of 10 (Start time: 12:32:46 PM, 15 February 2021)

Performance evaluations are used as a mechanism for all of the following EXCEPT _____

Select the correct option

- | | |
|----------------------------------|--|
| ☐ | Defining job specifications |
| ☐ | Compensating employees performance |
| ☒ | Initiating corporate social responsibility |
| ☐ | Identifying training and development needs |



Today

7:23 pm



MGT502:QUIZ#3

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Quiz Star

Question # 2 of 10 (Start time: 12:33:03 PM, 15 February 2021)

Stress level has _____ affect on job related performance

Select the correct option

- | | |
|----------------------------------|----------|
| ☐ | No |
| ☐ | Positive |
| ☒ | Negative |
| ☐ | Little |



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Question # 3 of 10 (Start time: 12:32:59 PM, 15 February 2021)

All of the following are benefits of internal change agent EXCEPT:

Select the correct option

- | | |
|----------------------------------|----------------------------|
| ☐ | Lower out-of-pocket costs |
| ☒ | More diverse experience |
| ☐ | More control and authority |
| ☐ | Available more quickly |

Question # 4 of 10 (Start time: 12:33:35 PM, 15 February 2021)

Total Marks: 1

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

Select the correct option

- | | | |
|----------------------------------|---------------|--|
| ☐ | Cooperation | |
| ☐ | Manipulation | |
| ☒ | Participation | |
| | Coercion | |

Question # 5 of 10 (Start time: 12:33:52 PM, 15 February 2021)

Total Mark

Mr. Ali "Manager IT", threatened the resistors that if they don't own the change, they will be transferred and their promotions will be stopped. Which tactic for overcoming resistance to change is used here?

Select the correct option

☒	Coercion
☐	Manipulation
☐	Cooperation
☐	Education

Mr. Ehsan "Manager Operations", overcame resistance to change from his subordinates by twisting and distorting facts to make them more attractive and withhold undesirable information for the change to be accepted. He adopted:

Select the correct option

☐

Coercion

☐

Participation

☐

Cooperation

☒

Manipulation

Question # 8 of 10 (Start time: 12:34:39 PM, 15 February 2021)

Which of the following statement is true in case of high centralization?

Select the correct option

- | | |
|----------------------------------|--|
| ☐ | The corporate headquarter is located centrally to branch offices |
| ☐ | Action can be taken more quickly to solve problems |
| ☐ | New employees have a great deal of legitimate authority |
| ☒ | Lower level managers merely carry out directions |

Question # 7 of 10 (Start time: 12:34:22 PM, 15 February 2021)

Total Marks: 1

Strong organizational culture put considerable pressure on employees for conformity and limits the range of values. In such a way strong culture is a liability as:

Select the correct option

- | | | |
|----------------------------------|-----------------------------------|---|
| ☐ | Barrier to change | / |
| ☒ | Barrier to diversity | / |
| ☐ | Barrier to acquisition and merger | / |
| ☐ | None of the given | / |

Question # 9 of 10 (Start time: 12:34:54 PM, 15 February 2021)

Total

A test that is a little imitation of a job, which used to evaluate the performance abilities of job candidates is_____

Select the correct option

- ☐ Integrity test
- ☐ Personality test
- ☒ Work sample test
- ☐ All of the given

Question # 9 of 10 (Start time: 12:34:54 PM, 15 February 2021)

Total

A test that is a little imitation of a job, which used to evaluate the performance abilities of job candidates is _____

Select the correct option

- ☐ Integrity test
- ☐ Personality test
- ☒ Work sample test
- ☐ All of the given

Question # 10 of 10 (Start time: 12:35:08 PM, 15 February 2021)

The best definition for centralization is a situation in which decision making is:

Select the correct option

- | | |
|----------------------------------|--|
| ☐ | Pushed down to lower level employees |
| ☒ | Concentrated at a single point in the organization |
| ☐ | Completed in each department and then sent to the higher-ups |
| ☐ | Diffused among a large segment of employees |

2nd account

Question # 1 of 10 (Start time: 12:40:12 PM, 15 February 2021)

The degree to which jobs are standardized within an organization is referred as:

Select the correct option

- | | |
|----------------------------------|------------------|
| ☐ | Centralization |
| ☐ | Decentralization |
| ☒ | Formalization |
| ☐ | Specialization |

Question # 2 of 10 (Start time: 12:40:30 PM, 15 February 2021)

Why strong culture is considered as substitute of Formalization?

Select the correct option

- ☐ Strong culture allows core values to be widely shared
- ☐ Strong culture increases behavioral consistency
- ☐ Strong culture needs less development of formal rules and regulations
- ☒ All of the given

RIZ MUGHAL

2

Question # 3 of 10 (Start time: 12:40:48 PM, 15 February 2021)

Total Marks

Omega Electronics Company decides to establish southern, Midwestern, western, and eastern zones of operation. Based on this expansion, the organization is doing which of the following type of departmentalization?

Select the correct option

- | | |
|----------------------------------|-----------|
| ☐ | Customer |
| ☒ | Geography |
| ☐ | Regional |
| ☐ | Matrix |

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Question # 4 of 10 (Start time: 12:41:03 PM, 15 February 2021)

Total Marks: 1

Which of the following is a structure characterized by extensive departmentalization, high formalization, a limited information network, and centralization?

Select the correct option

- | | |
|----------------------------------|-------------------|
| ☒ | Mechanistic model |
| ☐ | Organic model |
| ☐ | Simple model |
| ☐ | All of the given |

Question # 5 of 10 (Start time: 12:41:17 PM, 15 February 2021)

A reduction in the rank, status, or position of an employee is known as:

Select the correct option

- | | |
|----------------------------------|-----------|
| ☐ | Layoff |
| ☐ | Attrition |
| ☒ | Demotion |
| ☐ | Firing |
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MGT502:QUIZ#3

Quiz Start Time

Question # 6 of 10 (Start time: 12:41:31 PM, 15 February 2021)

All of the following are main instruments for revolutionary change EXCEPT:

Select the correct option

- | | |
|----------------------------------|--------------------------|
| ☐ | Innovation |
| ☐ | Restructuring |
| ☒ | Total quality management |
| ☐ | Re-engineering |

Question # 7 of 10 (Start time: 12:41:43 PM, 15 February 2021)

Total Marks:

Sometimes managers are unable to identify the ways of increasing the performance of their unit or organization. In that case which of the following organizational development technique is used?

Select the correct option

- | | |
|----------------------------------|----------------------|
| ☐ | Team Building |
| ☐ | Survey Feedback |
| ☐ | Sensitivity Training |
| ☒ | Process Consultation |

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MGT502:QUIZ#3

Quiz Start Ti

Question # 8 of 10 (Start time: 12:41:59 PM, 15 February 2021)

Which of the following is NOT a component of attitude?

Select the correct option

- | | |
|----------------------------------|------------|
| ☐ | Cognitive |
| ☐ | Affective |
| ☒ | Perceptive |
| ☐ | Behavioral |

RIZ MUGHAL

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Question # 9 of 10 (Start time: 12:42:20 PM, 15 February 2021)

Which of the following is NOT related with Job Enlargement?

Select the correct option

- ☐ Horizontal expansion
- ☒ Vertical expansion
- ☐ Both vertical and horizontal
- ☐ All of the mentioned

Question # 10 of 10 (Start time: 12:42:37 PM, 15 February 2021)

Outside consultants are more willing to initiate _____

Select the correct option

- | | |
|----------------------------------|---------------------|
| ☐ | First order change |
| ☒ | Second order change |
| ☐ | Third order change |
| ☐ | None of the given |

3rd account