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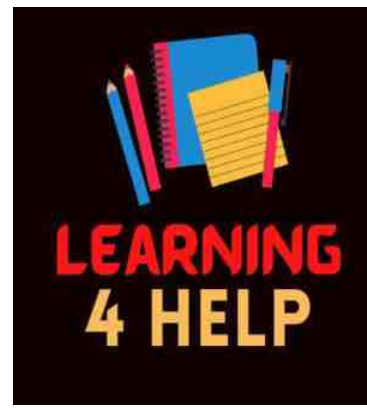
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Question # 5 of 10 (Start time: 08:02:36 PM, 13 July 2023) Total Marks: 1

All of the following help organizations to avoid workplace accidents, EXCEPT:

Select the correct option

- ☐ Providing safety training
- ☐ Reduce unsafe acts
- ☒ Strong grapevines

Question # 4 of 10 (Start time: 08:01:05 PM, 13 July 2023) Total Marks: 1

Which of the following must be the most reasonable justification when people get promoted?

Select the correct option

- ☒ They do more than what is expected
- ☐ They perform their jobs well
- ☐ They spend long time with organization
- ☐ They use personal references

Which of the following could be a way to deal with or avoid the situation of Burn Out?

Select the correct option

- ☐ Increased detachments from relationships
- ☐ A growing tendency to think negatively
- ☐ Loss of sense of purpose and energy
- ☒ Reduce unnecessary commitments

Which one method of training typically refers to the occupations that require a higher level of the formal education?

Select the correct option

- ☐ Role playing
- ☐ Vestibule training
- ☐ Games
- ☒ Internship and assistantship

Question # 1 of 10 (Start time: 07:57:30 PM, 13 July 2023) Total Marks: 1

All of the following are learning principles, EXCEPT:

Select the correct option

☒	Relevance
☐	Repetition
☐	Participation
☐	Preservation

Question # 10 of 10 (Start time: 07:53:23 PM, 13 July 2023) Total Marks: 1

Which of the following DO NOT promotes need for Labor Union?

Select the correct option

☐	Management Style
☐	Compensation
☐	Organization treatment
☒	Healthy environment

Which of the following DO NOT promotes need for Labor Union?

Select the correct option

- ☐ Management Style
- ☐ Compensation
- ☐ Organization treatment
- ☒ Healthy environment

Question # 9 of 10 (Start time: 07:32:03 PM, 13 July 2023) Total Marks: 1

Restricted workplace environment falls under which of the following category of stressor?

Select the correct option

- ☐ Conceptual
- ☒ Organizational
- ☐ Personal
- ☐ Environmental

Question # 8 of 10 (Start time: 07:30:37 PM, 13 July 2023) Total Marks: 1

The re-arrangement of organizational structure and change in organizational culture is accomplished during:

Select the correct option

- ☐ Task analysis
- ☐ Person analysis
- ☒ Organizational analysis
- ☐ Management analysis

Question # 9 of 10 (Start time: 07:28:55 PM, 13 July 2023) Total Marks: 1

Which of the following is an advantage of using the critical incident method for appraising performance?

Select the correct option

- ☐ Importance increases if incidents are related to each other
- ☐ Achieved results are quantitative
- ☒ Incidents can be tied to performance goals
- ☐ Overlooked the entire performance

Question # 7 of 10 (Start time: 07:28:55 PM, 13 July 2023) Total Marks: 1

Which of the following is an advantage of using the critical incident method for appraising performance?

Select the correct option

- ☐ Importance increases if incidents are related to each other
- ☐ Achieved results are quantitative
- ☒ Incidents can be tied to performance goals
- ☐ Overlooked the entire performance

Select the correct option

- ☐ Lack of recognition
- ☐ Arbitrary Management Decision Making
- ☒ Equity
- ☐ Use of Fear

Click to Save Answer & Move to Next Question

Question # 5 of 10 (Start time: 07:25:31 PM, 13 July 2023) Total Marks: 1

Job evaluation is conducted to develop:

Select the correct option

- ☐ Rules & policies
- ☐ Organizational grapevine
- ☐ Training modules
- ☒ Compensation packages

Question # 6 of 10 (Start time: 07:25:31 PM, 13 July 2023) Total Marks: 1

Following are the intrinsic rewards EXCEPT:

Select the correct option

- ☐ Interesting work
- ☐ Food services
- ☐ Promotion opportunities
- ☒ Working conditions

Question # 2 of 10 (Start time: 07:19:51 PM, 13 July 2023) Total Marks: 1

Which one of the following training methods is NOT included in off-the-job training?

Select the correct option

- ☐ Videotapes
- ☐ Apprenticeship program
- ☐ Simulation centers
- ☒ Public seminars

Question # 1 of 10 (Start time: 07:18:01 PM, 13 July 2023) Total Marks: 1

Which one of the following is NOT advantage of critical incident method for performance appraisal?

Select the correct option

- ☒ It provides results that are subjective
- ☐ It provides incidents that can be tied to performance goals
- ☐ It provides examples of poor performance
- ☐ It provides examples of good performance

Question # 1 of 10 (Start time: 10:28:14 PM, 13 July 2023)

Who is the primary person responsible for doing the actual appraising of an employee's performance?

Select the correct option

- ☐ The EEO contact person
- ☐ The human resource manager
- ☒ The employee's direct supervisor
- ☐ The company appraiser

Question # 10 of 10 (Start time: 10:39:13 PM, 13 July 2023)

Total Marks: 1

Which of the following is recommended as a way for firms to communicate concern for its employees and earn employee commitment?

Select the correct option

- ☐ Promise lifetime employment
- ☐ Offer seniority bonuses
- ☒ Provide career planning and development process
- ☐ Communicate the importance of programs for job protection

Question # 9 of 10 (Start time: 10:37:39 PM, 13 July 2023) Total Marks: 1

An organization that places clear expectations from the employees, provides them all the opportunities for career growth and career counseling too is actually:

Select the correct option

- ☐ Employee concerned organization
- ☒ Learning organization
- ☐ Providing career management practices
- ☐ Providing career growth

Question # 8 of 10 (Start time: 10:36:33 PM, 13 July 2023) Total Marks: 1

Performance is a broad concept that not only needs the ability and effort of the employees but also the concerns of the other stake holders in the form of:

Select the correct option

- ☒ Monetary rewards from the higher management
- ☐ Tight supervision from the top management
- ☐ Friendly relations with the top management
- ☐ Support from the higher management

Question # 7 of 10 (Start time: 10:35:16 PM, 13 July 2023) Total Marks: 1

Ms. Irfana is not a common person who works only for the purpose to get good salary at the end of the day rather she wants to work with association of learned people, has a say and opportunity to excel. It refers to:

Select the correct option

- ☒ McClelland's theory of Needs
- ☐ Theory X
- ☐ Theory Y
- ☐ Maslow's Hierarchy of Needs

Question # 6 of 10 (Start time: 10:34:09 PM, 13 July 2023) Total Marks: 1

Which of the following stage of training module identifies the mediums of training?

Select the correct option

- ☒ Designing Phase of Training
- ☐ Training Evaluation
- ☐ Determining Training Objectives
- ☐ Training Need Analysis

What is another term used for 360-degree feedback?

Select the correct option

- ☐ Upward reporting
- ☒ Multi-source assessment
- ☐ Round communication
- ☐ Feedback loop

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Question # 5 of 10 (Start time: 10:32:17 PM, 13 July 2023) Total Marks: 1

What is another term used for 360-degree feedback?

Select the correct option

- ☐ Upward reporting
- ☒ Multi-source assessment
- ☐ Round communication
- ☐ Feedback loop

What is another term used for 360-degree feedback?

Select the correct option

- ☐ Upward reporting
- ☐ Multi-source assessment
- ☐ Round communication
- ☒ Feedback loop

Burnout is a state of fatigue and frustration but the dangerous part of burnout is...

Select the correct option

- ☐ It is contagious
- ☐ It is epidemic
- ☐ It is harmless
- ☒ None of the above

Mr. Salman Ahmad is director finance in a textile company. He is a senior member and very much respected among his colleagues as he is very experienced. He is almost 60 and in _____ stage of his career.

Select the correct option

- ☐ Growth
- ☐ Exploration
- ☐ Maintenance
- ☒ Establishment

On the Job training programs include all except:

Select the correct option

- ☐ Job rotation
- ☐ Action learning
- ☐ Mentoring & Coaching
- ☒ Survey feed back

Question # 7 of 10 (Start time: 09:14:15 PM, 13 July 2023) Total Marks: 1

Which ONE of the following is NOT a part of Human Resource Development?

Select the correct option

- ☐ Training
- ☐ Development
- ☐ Education
- ☒ Rewards

Question # 6 of 10 (Start time: 09:13:06 PM, 13 July 2023) Total Marks: 1

The frequency of conducting performance appraisal is based on:

Select the correct option

- ☐ Job analysis
- ☒ Organizational policies
- ☐ Training sessions
- ☐ Environmental challenges

Question # 3 of 10 (Start time: 09:09:27 PM, 13 July 2023) Total Marks: 1

At which of the following stage of collective bargaining process, agreement is reached without experiencing breakdowns in negotiation.

Select the correct option

- ☐ Ratifying the agreement
- ☒ Negotiating the agreement
- ☐ Preparing for negotiation
- ☐ Identifying bargaining issues

Question # 3 of 10 (Start time: 09:09:27 PM, 13 July 2023) Total Marks: 1

At which of the following stage of collective bargaining process, agreement is reached without experiencing breakdowns in negotiation.

Select the correct option

- ☐ Ratifying the agreement
- ☒ Negotiating the agreement
- ☐ Preparing for negotiation
- ☐ Identifying bargaining issues

Question # 3 of 10 (Start time: 09:09:27 PM, 13 July 2023) Total Marks: 1

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Question # 3 of 10 (Start time: 09:09:27 PM, 13 July 2023) Total Marks: 1

At which of the following stage of collective bargaining process, agreement is reached without experiencing breakdowns in negotiation.

Select the correct option

- ☐ Ratifying the agreement
- ☒ Negotiating the agreement
- ☐ Preparing for negotiation
- ☐ Identifying bargaining issues

Question # 1 of 10 (Start time: 09:06:31 PM, 13 July 2023) Total Marks: 1

Why are human resources department assuming responsibilities for language training of employees?

Select the correct option

- ☐ The "wrong" word may cause major ill-will if it is interpreted as an insult
- ☒ Language training is important for all of given reasons
- ☐ Corporate communication may be sent in multiple languages if no single language or group of languages is shared
- ☐ Global organizations require people of different language backgrounds to work together

Question # 10 of 10 (Start time: 08:43:18 PM, 13 July 2023) Total Marks: 1

The communication flowing from subordinates to superiors is known as;

Select the correct option

- ☐ Horizontal communication
- ☐ Downward communication
- ☒ Upward communication
- ☐ Diagonal communication

The basis for promotion will typically be competence rather than seniority when -----

Select the correct option

- ☐ Imposed by civil service regulations
- ☒ The company wishes to focus on competitiveness
- ☐ When union agreements are involved
- ☐ Team cohesiveness is important

For the performance appraisal of Mr. Ali, his supervisor simply submitted a comprehensive note that comprised different paragraphs speaking about the employee appraised. His supervisor actually adopted the method:

Select the correct option

- ☐ Rating Scale
- ☐ Comparative Methods
- ☒ Essay
- ☐ MBO

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All of the following are different kinds of intrinsic reward EXCEPT

Select the correct option

☐	Recognition
☐	Promotion opportunities
☒	Pay incentives
☐	Working conditions

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All of the following are different kinds of intrinsic reward EXCEPT

Select the correct option

☐	Recognition
☐	Promotion opportunities
☒	Pay incentives
☐	Working conditions

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A _____ is a move from one job to another with no change in salary or grade.

Select the correct option

☐	Resignation
☐	Promotion
☒	Transfer
☐	Demotion

A _____ is a move from one job to another with no change in salary or grade.

Select the correct option

☐	Resignation
☐	Promotion
☒	Transfer
☐	Demotion

Question # 5 of 10 (Start time: 08:36:56 PM, 13 July 2023) Total Marks: 1

"In order to reduce the anxiety that new employees may experience, attempts should be made to integrate the person into the informal organization" is defined as

Select the correct option

Reload Math Equations

☐	Organizational culture
☐	Corporate Culture
☒	Socialization
☐	Selection Process

Question # 5 of 10 (Start time: 08:36:56 PM, 13 July 2023) Total Marks: 1

"In order to reduce the anxiety that new employees may experience, attempts should be made to integrate the person into the informal organization" is defined as

Select the correct option

Reload Math Equations

☐	Organizational culture
☐	Corporate Culture
☒	Socialization
☐	Selection Process

Which of the following DO NOT promotes need for Labor Union?

Select the correct option

- ☐ Management Style
- ☒ Healthy environment
- ☐ Organization treatment
- ☐ Compensation

Organization, where employees are provided with the opportunity to learn on continuous basis is known as:

Select the correct option

- ☐ Formal
- ☐ Bureaucratic
- ☒ Learning
- ☐ Informal

Question # 2 of 10 (Start time: 08:33:45 PM, 13 July 2023) Total Marks: 1

XYZ is an organization that regularly arranges seminars and meetings with the employees to update them about ways that can help them move to higher ranks with in the organization and establish a life long relation with the organization. It is an act of:

Select the correct option

- ☐ Career Path
- ☐ Career Counseling
- ☐ Career Planning
- ☒ Career Development

Question # 1 of 10 (Start time: 08:31:51 PM, 13 July 2023) Total Marks: 1

If an individual pursues personal plans and ignores the plans of the organization, which of the following would suffer?

Select the correct option

- ☒ Corporate Wide Plans
- ☐ Individual Based Plans
- ☐ Plant Wide Plans
- ☐ Team Based Plans

Which of the following statement is the most important while choosing a career path?

Select the correct option

- ☐ Select a job that leads to very high pay
- ☐ Select an easy going job free of tensions
- ☒ Interconnect your personal goals with your work plans
- ☐ Select a job that gets you to the top quickly

Question # 9 of 10 (Start time: 08:08:24 PM, 13 July 2023) Total Marks: 1

The job placement of employees at various positions within an organization to enhance their skills, knowledge and abilities, is called:

Select the correct option

- ☐ Job classification
- ☐ Job Enrichment
- ☒ Job Rotation
- ☐ Job enlargement

Question # 9 of 10 (Start time: 08:08:24 PM, 13 July 2023) Total Marks: 1

The job placement of employees at various positions within an organization to enhance their skills, knowledge and abilities, is called:

Select the correct option

- ☐ Job classification
- ☐ Job Enrichment
- ☒ Job Rotation
- ☐ Job enlargement

Cumulative Trauma Disorder refers to:

Select the correct option

- ☐ Accidents
- ☐ Physical work conditions
- ☒ Repetitive stress injuries
- ☐ Physiological Conditions

Question # 7 of 10 (Start time: 08:05:15 PM, 13 July 2023) Total Marks: 1

'Actual situation – desired situation = problem discrepancy', which of the following term signifies this equation?

Select the correct option

- ☐ Person analysis
- ☒ Gap analysis
- ☐ Organizational analysis
- ☐ Task analysis

Question # 6 of 10 (Start time: 08:03:44 PM, 13 July 2023) Total Marks: 1

During a meeting with the boss, an employee lost his temper and started talking loudly and acted irrationally. He actually exhibited:

Select the correct option

- ☐ Internal symptoms
- ☒ Behavioral symptoms
- ☐ Long Term Physical symptoms
- ☐ Short term Physical symptoms

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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

☐	Legitimate power
☐	Coercive power
☐	Expert power
☒	Reward power

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Question # 8 of 10 (Start time: 06:40:54 PM, 02 February 2023)

Total Marks: 1

As being part of an organization, it is an employee's _____ to align his/her actions according to the set rules & policies.

Select the correct option

- ☐ Right
- ☐ Task
- ☒ Responsibility
- ☐ Contractual right

Question # 7 of 10 (Start time: 06:40:25 PM, 02 February 2023)

Total Marks: 1

When one party perceives that its interest are negatively affected by another party it is called _____

Select the correct option

- ☒ Conflict
- ☐ Power
- ☐ Influence
- ☐ Risk

Question # 6 of 10 (Start time: 06:38:34 PM, 02 February 2023)

Total Marks: 1

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

- | | |
|----------------------------------|---------------------------|
| ☐ | Lose-Lose |
| ☒ | Win-Win |
| ☐ | Win Lose |
| ☐ | None of the given options |

Question # 5 of 10 (Start time: 06:37:46 PM, 02 February 2023)

Total Marks: 1

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

Select the correct option

- | | |
|----------------------------------|----------------------|
| ☒ | Traditional View |
| ☐ | Human Relations View |
| ☐ | Interactionist View |
| ☐ | Behavioral view |

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MGTS501 - Human Resource Management (Quiz 3) Quiz Start Time: 06:32 PM, 02 February 2023

Question # 4 of 10 (Start time: 06:36:55 PM, 02 February 2023) Total Marks: 1

According to which of the following view, "conflict should be encouraged and managed"?

Select the correct option

- ☒ Interactionist View
- ☐ Human Relations View
- ☐ Behavioral view

Question # 3 of 10 (Start time: 06:36:07 PM, 02 February 2023) Total Marks: 1

A Manager who can fire, suspend, or demote his subordinates on showing bad performance holds which of the following power?

Select the correct option

- ☐ Reward power
- ☐ Expert power
- ☒ Coercive power
- ☐ Legitimate power

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Question # 9 of 10 (Start time: 05:29:04 PM, 02 February 2023) Total Marks: 1

Organizational guarantee about the job security is a functional form of:

Select the correct option

☒	Statutory law
☐	Contractual law
☐	Public policy
☐	Management rights

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Question # 8 of 10 (Start time: 05:28:27 PM, 02 February 2023) Total Marks: 1

What sort of power an experienced staff member can hold even though he/she is not a supervisor or boss?

Select the correct option

☐	Legitimate power
☐	Coercive power
☒	Expert power
☐	Reward power

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Question # 7 of 10 (Start time: 05:26:30 PM, 02 February 2023) Total Marks: 1

Employees quit the organizations at their own choice through:

Select the correct option

- ☒ Resigning, retirement
- ☐ Discharging, layoff
- ☐ Outplacement, restructuring
- ☐ Transfer, demotion

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Question # 6 of 10 (Start time: 05:24:44 PM, 02 February 2023) Total Marks: 1

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

- ☐ Human Relations View
- ☐ Interactionist View
- ☐ Mechanical View
- ☒ Traditional View

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Question # 5 of 10 (Start time: 05:23:09 PM, 02 February 2023) Total Marks: 1

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

Select the correct option

- ☐ Pressure
- ☒ Rational persuasion
- ☐ Exchange
- ☐ Consultation

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A manager says, "I 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

- ☐ The manager is trying to find a mutually agreeable win-win solution
- ☐ The manager is cooperating with his team members in seeking a dispute resolution
- ☒ The manager is trying to avoid conflict or hiding the head in the sand
- ☐ The manager is satisfying one's interest regardless of the impact on the other party

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Question # 10 of 10 (Start time: 06:53:41 PM, 03 February 2023) Total Marks: 1

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

Select the correct option

- ☐ Compromise
- ☐ Conflict
- ☒ Competition
- ☐ Cooperation

Question # 9 of 10 (Start time: 06:52:06 PM, 03 February 2023) Total Marks: 1

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

Select the correct option

- ☐ Retirement
- ☐ Lay-off
- ☒ Demotion
- ☐ Resignation

Which of the following power is created by the leader's job title such as rector, police officer, superintendent or regional manager?

Select the correct option

- ☐ Coercive
- ☒ Legitimate
- ☐ Referent
- ☐ Charismatic

Question # 6 of 10 (Start time: 06:47:48 PM, 03 February 2023) Total Marks: 1

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

Select the correct option

- ☒ Organization's rules
- ☐ Union proposals
- ☐ Competitors' move
- ☐ Stakeholders' desire

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Question # 3 of 10 (Start time: 06:45:32 PM, 03 February 2023) Total Marks: 1

Which one is NOT the disadvantage of employee separation?

Select the correct option

- ☒ Opportunity for greater diversity
- ☐ Recruitment costs
- ☐ Training costs
- ☐ Selection costs

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Question # 2 of 10 (Start time: 06:44:03 PM, 03 February 2023) Total Marks: 1

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

- ☐ None of the given options
- ☐ Lose-Lose
- ☒ Win Lose
- ☐ Win-Win

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