

VIRTUAL UNIVERSITY OF PAKISTAN

A Good Education is a Foundation For a Better Future

CORRECT ANSWER SOLVED BY HADI
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TEAM HADI(VU LAHORE)

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WARNING: Team HADI is not responsible for any mistake or wrong answer. All students reading and using this document may check and confirm the answers at their own.



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Best of luck!



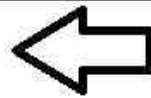
Question No : 1 of 27

Marks: 1 (Budgeted Time 1 Min)

What could be the reason behind linking HRM with the strategic goals & objectives of an organization?

Answer (Please select your correct option)

- ☐ Promote centralization
- ☐ Foster innovation & flexibility
- ☐ Support bureaucratic culture
- ☐ Develop rigid policies



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Question No : 2 of 27

Marks: 1 (Budgeted Time 1 Min)

For which of the following employees' participation plays a vital role?

Answer (Please select your correct option)

- ☐ Enhance goals' complexity
- ☐ Develop tools for measurable goals
- ☐ Redefine goals frequently
- ☐ Ensure goals attainment



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Question No : 3 of 27

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?

Answer (Please select your correct option)

- ☐ Job fairs
- ☐ Recent grads
- ☐ Internship programs
- ☐ Recruiting sites



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Question No : 4 of 27

Marks: 1 (Budgeted Time 1 Min)

Top level managers are said to performing _____ roles.

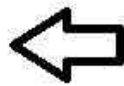
Answer (Please select your correct option)

☐ Operational

☐ Functional

☐ Tactical

☒ Strategic



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Question No : 5 of 27

Marks: 1 (Budgeted Time 1 Min)

Which of the following is categorized as the authority to give orders to subordinates?

Answer (Please select your correct option)

☐ Functional

☐ Staff

☐ Operational

☐ Line



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Question No : 6 of 27

Marks: 1 (Budgeted Time 1 Min)

Which of the following department is responsible for handling safety & health issues of employees?

Answer (Please select your correct option)

☐ Marketing department

☐ Finance department

☒ HR department

☐ Procurement department



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Question No : 7 of 27

Marks: 1 (Budgeted Time 1 Min)

Human resource management is a part of management that is concerned with _____ dimension.

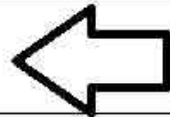
Answer (Please select your correct option)

☐ Technology

☒ People

☐ Financial

☐ Asset



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Which of the following is a forecasting technique that involves experimenting a real-world situation through a mathematical model?

Answer (Please select your correct option)

☐ Simulation



page : 59

☐ Modeling

☐ Mock-up

☐ Replication

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Question No : 9 of 27

Marks: 1 (Budgeted Time 1 Min)

While conducting job analysis the 'Observation Method' is useful when:

Answer (Please select your correct option)

- ☐ Job requires more intellectual skills to complete
- ☐ Job is repetitive in nature
- ☐ Job is market oriented and requires more data
- ☐ Job consists of observable physical activity



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Question No : 10 of 27

Marks: 1 (Budgeted Time 1 Min)

What could be the main reason to perform initial screening of applicants while making employee selection decisions?

Answer (Please select your correct option)

- ☐ Get maximum information about applicant
- ☐ Reduce the number of applicants to manageable size
- ☐ Ensure the authenticity of information provided by an applicant
- ☐ Contact the provided references for comments about the applicant



by concept

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Question No : 11 of 27

Marks: 1 (Budgeted Time 1 Min)

Which of the following test is used to measure a candidate's knowledge regarding job duties he/she is supposed to perform in a particular job position?

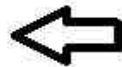
Answer (Please select your correct option)

☐ Work knowledge test

☐ Trade knowledge test

☐ Job knowledge test

☐ Position knowledge test



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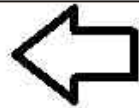
Question No : 12 of 27

Marks: 1 (Budgeted Time 1 Min)

Which of the following test indicates the person's inclination towards a particular occupation that provides satisfaction to that individual?

Answer (Please select your correct option)

☐ Vocational interest test



☐ Cognitive aptitude test

☐ Personality test

☐ Psychomotor abilities test

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Question No : 13 of 27

Marks: 1 (Budgeted Time 1 Min)

Which of the following component of attitude represents a person's opinions, knowledge, and information?

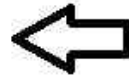
Answer (Please select your correct option)

☐ Affective component

☒ Cognitive component

☐ Behavioral component

☐ Objective component



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Question No : 14 of 27

Marks: 1 (Budgeted Time 1 Min)

Which of the following can be a possible job activity of an HR manager at corporate level when he/she is engaged in employees' development?

Answer (Please select your correct option)

☐ Plan job rotation of experienced managers for further training



☐ Develop company wide Equal Employment Opportunity plan

☐ Apply job evaluation procedures to new job titles

☐ Develop plans for organizational retrenchment

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Question No : 15 of 27

Marks: 1 (Budgeted Time 1 Min)

Which of the following role is usually associated with the HR manager in an organization?

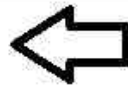
Answer (Please select your correct option)

☐ Top level authority

☐ Line authority

☒ Advisory/staff authority

☐ Supervisory authority



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Question No : 16 of 27

Marks: 1 (Budgeted Time 1 Min)

Which of the given statement reflects the relationship between HRM & Management?

Answer (Please select your correct option)

- ☐ Both are same
- ☐ Management is one aspect of HRM
- ☒ HRM is one aspect of Management
- ☐ No relationship exists



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Question No : 17 of 27

Marks: 1 (Budgeted Time 1 Min)

Following are all included in 'Statistical Approach' of forecasting EXCEPT:

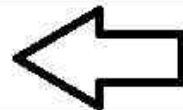
Answer (Please select your correct option)

☐ Trend analysis

☐ Sensitivity analysis

☐ Ratio analysis

☐ Regression analysis



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Question No : 18 of 27

Marks: 1 (Budgeted Time 1 Min)

The central office of DFA Courier service transfers responsibility and decision making power to the regional offices regarding appointment of staff and giving them budgets and authority to make important decisions. What this process is called?

Answer (Please select your correct option)

☐ Empowerment

☐ Outsourcing

☐ Enlargement

☐ Restructuring



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Question No : 19 of 27

Marks: 1 (Budgeted Time 1 Min)

Which of the following is an authority given to specific person with expertise in a certain area, so that a person can make recommendations to others?

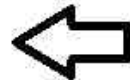
Answer (Please select your correct option)

☐ Staff authority

☒ Operational authority

☐ Implied authority

☐ Line authority



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Question No : 20 of 27

Marks: 1 (Budgeted Time 1 Min)

"People working in your organization are more than the actual requirements". Which one of the following strategy you prefer to solve this problem?

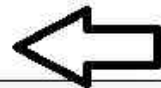
Answer (Please select your correct option)

☐ Recruitment

☐ Training

☐ Layoff

☐ Merger



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Question No : 21 of 27

Marks: 1 (Budgeted Time 1 Min)

The application form should NOT include questions related to:

Answer (Please select your correct option)

☐ Background checks

CHECK IT

☐ Work history

☐ Abilities to follow directions

☐ Full medical history

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Question No : 22 of 27

Marks: 1 (Budgeted Time 1 Min)

Ventilation technicians, plumber or electricians are often required to under go apprenticeship training before they are elevated to master mechanic status. This is an example of:

Answer (Please select your correct option)

☐ On the job training

☐ Off the job training

☐ Simulation training

☐ Computer based training

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Question No : 23 of 27

Marks: 3 (Budgeted Time 6 Min)

How can an organization improve its recruiting efforts to achieve diversity? 3

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



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Question No : 24 of 27

Marks: 3 (Budgeted Time 6 Min)

Why do HR managers study and understand new trends at work place?

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



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Question No : 25 of 27

Marks: 3 (Budgeted Time 6 Min)

How would you conduct task analysis phase of training need assessment for the job of Admin Manager?

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



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



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Question No : 27 of 27

Marks: 5 (Budgeted Time 10 Min)

"Rules & policies are developed to protect employees only". Do you agree? Justify your answer.

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



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