



Virtual University

About Us

MGT501  
Solved Final Term Paper 1

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Year  
2017

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[WWW.VirtualAcademyLive.com](http://WWW.VirtualAcademyLive.com)

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

In the Name of Allāh, the Most Gracious, the Most Merciful

### Paper Pattern

MCQS 40 each 1 mark  
Short 4 each 2 marks  
Short 4 each 3 marks  
long 4 each 5 marks

Question No : 1 of 60

Marks: 1 (Budgeted Time 1 Min)

The actions of people at work place are studied under which of the following discipline?

apni dua mal yad rakhna :)

Answer ( Please select your correct option )

[WWW.VirtualAcademyLive.com](http://WWW.VirtualAcademyLive.com)

☐ Psychology

☐ Organizational behavior

ok

☐ Sociology

☐ Anthropology

Made by: Waqar Siddhu

Question No : 2 of 60

Marks: 1 (Budgeted Time 1 Min)

Reactive approach to overcome the influence of discriminatory practices occurred in the past is referred as:

apni dua mal yad rakhna :)

Answer ( Please select your correct option )

[WWW.VirtualAcademyLive.com](http://WWW.VirtualAcademyLive.com)

☐ Equal employment opportunity

☐ Affirmative action

ok

☐ HR planning

☐ Litigation process

Made by: Waqar Siddhu

Question No : 3 of 60

Marks: 1 (Budgeted Time 1 Min)

Under which of the following role, manager discusses issues and bargains with other units to gain advantages for their own unit?

apni dua mai yad rakhna :)

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☐ Negotiator

ok

☐ Spokesperson

☐ Disseminator

☐ Entrepreneur

Made by: Waqar Siddhu

Question No : 4 of 60

Marks: 1 (Budgeted Time 1 Min)

"Ongoing process of managing & evaluating both the behavior & outcomes in the workplace" is known as:

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☐ Job analysis

☐ Training & development

☐ Performance appraisal

ok

☐ Compensation management

Made by: Waqar Siddhu

Question No : 5 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following is NOT included in job description?

Job Identification

◦ Job summary

◦ relationships, responsibilities, and duties

◦ authority of incumbent

◦ standards of performance

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☐ Job title

☐ Job authority

☐ Job competency

☐ Job status

ok

Made by: Waqar Siddhu

Question No : 6 of 60

Marks: 1 (Budgeted Time 1 Min)

The process by which people acquire skills & abilities required to perform jobs at hand, is known as:

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

- ☐ Learning
- ☒ Training
- ☐ Development
- ☐ Need analysis

ok

Made by: Waqar Siddhu

Question No : 7 of 60

Marks: 1 (Budgeted Time 1 Min)

Who is responsible for hiring the wrong person for the particular job?

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

- ☒ HR. manager
- ☐ Regional manager
- ☐ Regional head
- ☐ CEO

ok

Made by: Waqar Siddhu

Question No : 8 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following involves channeling the behavior of all personnel to accomplish the organization's mission and objectives while simultaneously helping them accomplish their own career objectives?

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

- ☐ Planning
- ☐ Organizing
- ☒ Leading
- ☐ Controlling

ok

Made by: Waqar Siddhu

Question No : 9 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following term is used to study the collective behavior of individuals within an organization?

Answer ( Please select your correct option )

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☐ Organizational culture

☐ Organizational norms

☒ Organizational behavior

ok

☐ Organizational rules

Made by: Waqar Siddhu

Question No : 10 of 60

Marks: 1 (Budgeted Time 1 Min)

Under staff authority, managers perform which of the following activities?

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☒ Give orders to subordinates

I think this

☐ Practice authority provided by their upper heads for limited time period

☐ Assist decision makers by providing them advices

☐ Take decisions themselves

Made by: Waqar Siddhu

Question No : 11 of 60

Marks: 1 (Budgeted Time 1 Min)

The framework of providing learning and experience to the employees in a definite time period to improve their job performance and growth, is referred to which of the following?

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☒ HRD (Human Resource Development)

ok

☐ HRP (Human Resource Planning)

☐ HRIS (Human Resource Information System)

☐ SHRM (Strategic Human Resource Management)

Made by: Waqar Siddhu

Question No : 12 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following term is used to represent the shift in job position without any change in salary or grade?

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☐ Promotion

☐ Transfer

ok

☐ Demotion

☐ Resignation

Made by: Waqar Siddhu

Question No : 13 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following depicts today's major barrier to career advancement of the working ladies?

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☐ Top management is usually male oriented

☐ Lack of educational opportunities for women

☐ Common perception that woman can never be a better boss

ok

☐ Difficulty in balancing the work and family life

Made by: Waqar Siddhu

Question No : 14 of 60

Marks: 1 (Budgeted Time 1 Min)

Performance is a function of:

Answer ( Please select your correct option )

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☐ Ability, effort, opportunity

ok

☐ Ability, expectancy, salary

☐ Ability, skill, knowledge

☐ Motivation, attractiveness, support

Made by: Waqar Siddhu

Question No : 15 of 60

Marks: 1 (Budgeted Time 1 Min)

Company's financial statements represent which of the following?

Answer ( Please select your correct option )

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☐ Customer satisfaction

☐ Material wastage

☐ Monthly sales growth

ok

☐ Product life-cycle

Made by: Waqar Siddhu

Question No : 16 of 60

Marks: 1 (Budgeted Time 1 Min)

Organizations put maximum effort in measuring performance of organizational people because:

Answer ( Please select your correct option )

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☐ It makes procedures cost effective

☐ It helps in ensuring legal compliance

☐ It assists in implementing new technology

ok

☐ It leads to product innovation

Made by: Waqar Siddhu

Question No : 17 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following is categorized as an indirect payment portion of employee compensation?

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☐ Wages

☐ Bonuses

☐ Commissions

☐ Insurance

ok

Made by: Waqar Siddhu

Question No : 18 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following constraints should be considered while designing any pay plan?

no idea

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☐

Legal obligations

☐

Union bodies

☐

Equity factor

☐

All of the given options

Made by: Waqar Siddhu

Question No : 19 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following is never be a party in collective bargaining?

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☐

Union

☐

Management

☐

Government

ok

☐

Society

Made by: Waqar Siddhu

Question No : 20 of 60

Marks: 1 (Budgeted Time 1 Min)

The physical or psychological condition induced in workers by overwork or overexposure to stress in the workplace, is known as:

Answer ( Please select your correct option )

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☐

Exhaustion

☐

Burnout

ok

☐

Collapse

☐

Fatigue

Made by: Waqar Siddhu

Question No : 21 of 60

Marks: 1 (Budgeted Time 1 Min)

\_\_\_\_\_ are always non-citizens of the countries in which they are working.

Answer ( Please select your correct option )

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- ☐ Expatriates
- ☐ Third country nationals
- ☐ Home-country nationals
- ☐ Host-country nationals

ok

Made by: Waqar Siddhu

Question No : 22 of 60

Marks: 1 (Budgeted Time 1 Min)

The process of influencing an organized group towards goal accomplishment is called \_\_\_\_\_.

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

- ☐ Managing
- ☐ Leading
- ☐ Organizing
- ☐ Planning

ok

Made by: Waqar Siddhu

Question No : 23 of 60

Marks: 1 (Budgeted Time 1 Min)

"Leaders are born not made". Which of the following theory depicts the given statement?

Answer ( Please select your correct option )

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- ☐ Trait Theory
- ☐ Situational Theory
- ☐ Behavioral Theory
- ☐ Motivational Theory

ok

Made by: Waqar Siddhu

Question No : 24 of 60

Marks: 1 (Budgeted Time 1 Min)

"People can be trained to be effective leaders". This statement is said to be true as per which of the following theories?

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

- ☐ Trait Theory
- ☐ Situational Theory
- ☒ Behavioral Theory
- ☐ Motivational Theory

ok

Made by: Waqar Siddhu

Question No : 25 of 60

Marks: 1 (Budgeted Time 1 Min)

Farhan usually tries to create off-channel relationships with the high level bodies to:

Answer ( Please select your correct option )

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- ☐ Be an effective leader
- ☐ Gain power through upward influence
- ☒ Get quick promotions
- ☐ Expand his interpersonal network

ok

Made by: Waqar Siddhu

Question No : 26 of 60

Marks: 1 (Budgeted Time 1 Min)

Leadership will mostly be considered failed if:

Answer ( Please select your correct option )

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- ☐ Leaders are appointed by top management
- ☐ Leader established high goals to be achieved
- ☐ Leader also plays the role of a manager in an organization
- ☒ Followers stop sharing their issues with a leader

ok

Made by: Waqar Siddhu

Question No : 27 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following skills are required for an effective team?

Answer ( Please select your correct option )

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☐ Problem-solving skills

☐ Technical skills

☐ Interpersonal skills

☐ All of the given options

ok

Made by: Waqar Siddhu

Question No : 28 of 60

Marks: 1 (Budgeted Time 1 Min)

'Cognitive component' of an attitude represents which of the following individual's activity?

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

Cognitive component

Answer ( Please select your correct option )

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☐ Thinking

☐ Feeling

☐ Doing

☐ Performing

Made by: Waqar Siddhu

Question No : 29 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following skills are highly required by the supervisors to resolve various issues among employees?

Answer ( Please select your correct option )

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☐ Tactical skills

ok

☐ Human skills

☐ Technical skills

☐ Conceptual skills

Made by: Waqar Siddhu

Question No : 30 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following term is used to represent the employees' disappointment with their management & employers?

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☐ Arbitration

☐ Mediation

☐ Boycott

☐ Grievance

ok

Made by: Waqar Siddhu

Question No : 31 of 60

Marks: 1 (Budgeted Time 1 Min)

For which of the following reason, union-membership in organizations loses it's importance during recent years?

Answer ( Please select your correct option )

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☐ Legislation protects workers in a better way

ok

☐ Unions give advantage to union leaders

☐ Union membership is quite expensive

☐ Companies do not hire union members

Made by: Waqar Siddhu

Question No : 32 of 60

Marks: 1 (Budgeted Time 1 Min)

A career path as moving upward to higher levels of management in the organization is known as;

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☐ Traditional Career Path

☐ Network Career Path

☐ Lateral Skill Path

ok

☐ Dual-Career Path

Made by: Waqar Siddhu

Question No : 33 of 60

Marks: 1 (Budgeted Time 1 Min)

Protection from undesirable circumstances and safety come under which stage of Maslow hierarchy of need?

Answer ( Please select your correct option )

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☐ First

☒ Second

ok

☐ Thrd

☐ Fourth

Made by: Waqar Siddhu

Question No : 34 of 60

Marks: 1 (Budgeted Time 1 Min)

Who has presented the theory of Existence Relatedness Growth (ERG)?

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☒ Alderfer

ok

☐ McGregor

☐ Edward Thorndike

☐ McClelland

Made by: Waqar Siddhu

Question No : 35 of 60

Marks: 1 (Budgeted Time 1 Min)

Which one of the following can be used to verify the applicant's history of employment?

nhi pta

Answer ( Please select your correct option )

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☐ Structured interview

☐ Background checks

☐ Achievement test

☐ Assessment center

Made by: Waqar Siddhu

Question No : 36 of 60

Marks: 1 (Budgeted Time 1 Min)

Dean Corporation wants to reduce employee's health problems associated with smoking by providing a smoke-free environment. What should be the most effective strategy in this connection?

nhi pta

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

- ☐ Prohibit smoking in meetings and conferences
- ☐ Prohibit smoking in production department
- ☐ Prohibit smoking in senior management offices
- ☐ Prohibit smoking in all company premises

Made by: Waqar Siddhu

Question No : 37 of 60

Marks: 1 (Budgeted Time 1 Min)

Political and economic uncertainties are examples of which category of potential sources of stress?

Answer ( Please select your correct option )

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- ☐ Personal
- ☐ Environmental
- ☐ Organizational
- ☐ Inter-role

Made by: Waqar Siddhu

Question No : 38 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the given statement is true according to the behavioral leadership school of thought?

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

- ☐ Leadership behaviors can not be developed
- ☐ Leaders are born with leadership behaviors
- ☐ Leadership skills can be trained
- ☐ Women generally make better leaders than men

ok

Made by: Waqar Siddhu

Question No : 39 of 60

Marks: 1 (Budgeted Time 1 Min)

\_\_\_\_\_ are importers and exporters, they have no investment outside of their home country.

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☐ International companies

ok

☐ Multinational companies

☐ Global companies

☐ Transnational companies

Made by: Waqar Siddhu

Question No : 40 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following statement describes the term "franchising"?

Answer ( Please select your correct option )

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☐ Parent company grants another firm the right to do business in a prescribed manner

ok

☐ Company allow another firm the right to do business with out any license or contract

☐ Organization grants a foreign firm the right to use intellectual properties

☐ Parent company sells its products exclusively in a particular area

Made by: Waqar Siddhu

Question No : 41 of 60

Marks: 1 (Budgeted Time 1 Min)

In which of the following system HR practices tend to shift toward preventing unemployment, even at the expense of sacrificing efficiency?

Answer ( Please select your correct option )

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☐ Economic systems

☐ Socialist systems

☐ Free-enterprise systems

☐ Capitalism systems

Made by: Waqar Siddhu

Question No : 42 of 60

Marks: 1 (Budgeted Time 1 Min)

As an HR manager, what should be your main focus while recruitment?

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☐

The potential candidate should be very confident and sharp

☐

The potential candidate must be attractive enough to fit in the position

☐

The potential candidate should match the requirements of the job

ok

☐

The potential candidate must possess interpersonal and analytical skills

Made by: Waqar Siddhu

Question No : 43 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following aspect should be considered during task analysis, before conducting the training in an organization?

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☐

Individuals who require training

ok

☐

Shortcomings in existing technology

☐

Ineffective feedback system of organization

☐

Areas where training is required

Made by: Waqar Siddhu

Question No : 44 of 60

Marks: 1 (Budgeted Time 1 Min)

When different supervisors define levels of performance (good, fair, poor) differently, unfair appraisals could result due to a problem of:

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☐

Unclear standards

☐

Halo effects

ok

☐

Central tendency

☐

Leniency

Made by: Waqar Siddhu

Question No : 45 of 60

Marks: 1 (Budgeted Time 1 Min)

Chenone has awarded a commission of 10% of the sales to Mr. Ahmed in order to recognize his efforts to make the required sales. This practice indicates that the company is providing:

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

- ☐ Intrinsic reward to recognize employee's efforts
- ☐ Increment due to new government regulation
- ☐ Extrinsic reward offered to sustain employee's performance
- ☐ Non-monetary compensation to motivate employee

ok

Made by: Waqar Siddhu

Question No : 46 of 60

Marks: 1 (Budgeted Time 1 Min)

Which one of the following is an example of downward communication?

Answer ( Please select your correct option )

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- ☐ Birthday parties & official dinners
- ☐ Customers' responses through telephone calls
- ☐ Monthly performance discussion meetings
- ☐ Company's prospectus for stakeholders

ok

Made by: Waqar Siddhu

Question No : 47 of 60

Marks: 1 (Budgeted Time 1 Min)

"Sales managers of different regions of a company circulate details of potential customers to each other". Identify this type of communication.

Answer ( Please select your correct option )

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

ok

Made by: Waqar Siddhu

Question No : 48 of 60

Marks: 1 (Budgeted Time 1 Min)

Burn out is defined as a function of all of these concerns, EXCEPT:

Answer ( Please select your correct option )

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- ☐ A feeling of lack of control over commitments
- ☐ A growing tendency to think negatively
- ☐ A feeling of being boredom
- ☐ A belief that you are accomplishing less

Made by: Waqar Siddhu

Question No : 49 of 60

Marks: 1 (Budgeted Time 1 Min)

All of the following factors promote unions in organizations, EXCEPT:

Answer ( Please select your correct option )

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- ☐ Poor working conditions
- ☐ Desire for self-expression
- ☐ Inadequate compensation
- ☐ Unfair disciplinary actions

Made by: Waqar Siddhu

Question No : 50 of 60

Marks: 1 (Budgeted Time 1 Min)

Organizations are bound to provide the specified ratio of medical assistance to workers in case of work related accidents & diseases. This ratio is specified by:

Answer ( Please select your correct option )

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- ☐ Minimum wage act
- ☐ Labor law
- ☐ Employment at will
- ☐ Discrimination law

Made by: Waqar Siddhu

Question No : 51 of 60

Marks: 1 (Budgeted Time 1 Min)

Mostly, the content of employee handbooks includes:

nhi pta

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☐

Welcome note

☐

Introduction of organization

☐

Rules and procedures

☐

All of the given options

Made by: Waqar Siddhu

Question No : 52 of 60

Marks: 1 (Budgeted Time 1 Min)

While making compensation system more effective, which of the following is NOT considered?

nhi pta

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☐

Attract qualified employment applicants

☐

Retain qualified employees, while discouraging retention of low performing

☐

Rotate employees within the organization to keep them active

☐

Motivate employee's behavior towards organizational objectives

Made by: Waqar Siddhu