

Virtual University

About Us

MGT501  
Solved Final Term Paper 4

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Year  
2017

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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)

'Job specification' is said to be an outcome of which of the given term?

apni dua mai yad rakhna :)

apni dua mai yad rakhna :)

Answer ( Please select your correct option )

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

☐ Job analysis

ok

☐ Job title

☐ Job evaluation

☐ Job worth

Made by: Waqar Siddhu

Question No : 2 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following is a written statement that represents 'what job holder is supposed to do'?

apni dua mai yad rakhna :)

Answer ( Please select your correct option )

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

☐ Job analysis

☐ Job description

ok

☐ Job specification

☐ Job evaluation

Made by: Waqar Siddhu

Question No : 3 of 60

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?

apni dua mai yad rakhna :)

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

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

ok

Made by: Waqar Siddhu

Question No : 4 of 60

Marks: 1 (Budgeted Time 1 Min)

In order to promote unbiased management, organizations should develop:

Answer ( Please select your correct option )

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- ☐ Powerful union
- ☐ Legal compliance
- ☐ Strategic alliances
- ☐ Stakeholder influence

ok

Made by: Waqar Siddhu

Question No : 5 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following role a manager performs as a Resource allocator?

Answer ( Please select your correct option )

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- ☐ Interpersonal role
- ☐ Decisional role
- ☐ Informational role
- ☐ Supportive role

ok

Made by: Waqar Siddhu

Question No : 6 of 60

Marks: 1 (Budgeted Time 1 Min)

All of the following could be the reasons of an employee stress, EXCEPT:

Answer ( Please select your correct option )

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- ☐ Supervisor's rude attitude
- ☐ No recognition of efforts
- ☐ Job insecurity and safety
- ☐ Missing out the thanking notes

ok

Made by: Waqar Siddhu

Question No : 7 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following problem occurs when supervisors tend to rate all their subordinates consistently low?

Answer ( Please select your correct option )

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- ☐ Central tendency
- ☐ Leniency
- ☐ Strictness
- ☐ Halo effect

remember it.....ya wala high k liey hota ha

ok

Made by: Waqar Siddhu

Question No : 8 of 60

Marks: 1 (Budgeted Time 1 Min)

Which one of the following is NOT a barrier to effective communication?

Answer ( Please select your correct option )

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- ☐ Different codes applied by sender & receiver
- ☐ Limited time is available to complete the communication
- ☐ Careful listening by sender as well as receiver
- ☐ Source credibility of the information to be conveyed

ok

Made by: Waqar Siddhu

Question No : 9 of 60

Marks: 1 (Budgeted Time 1 Min)

To encourage and authorize workers to take initiatives to reduce costs, improve operations, product quality and customer service is known as:

nhi pta

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☐ Authority

☐ Decentralization

☐ Empowerment

☐ Centralization

Made by: Waqar Siddhu

Question No : 10 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following identifies the minimum acceptable qualification that the incumbent must possess to perform a particular job successfully?

Answer ( Please select your correct option )

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☐ Job analysis

☐ Job specification

ok

☐ Job description

☐ Job evaluation

Made by: Waqar Siddhu

Question No : 11 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following term is used for choosing the individual that is best suited to a particular position and to the organization from a group of potential applicants?

Answer ( Please select your correct option )

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☐ Recruitment

☐ Selection

ok

☐ Staffing

☐ Enrollment

Made by: Waqar Siddhu

Question No : 12 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following is NOT a concern of Human Resource Development (HRD)?

Answer ( Please select your correct option )

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☐ Employee training

☐ Employee orientation

☐ Employee rights

ok

☐ Employee appraisals

Made by: Waqar Siddhu

Question No : 13 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 : 14 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following is MOST essential for sustainable performance of an employee?

Answer ( Please select your correct option )

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☐ Career development opportunities

☐ Commitment from top management

☐ Feedback in term of appropriate rewards

☐ Clearly defined job description

ok

Made by: Waqar Siddhu

Question No : 15 of 60

Marks: 1 (Budgeted Time 1 Min)

Which performance appraisal technique lists the traits and a range of performance?

Answer ( Please select your correct option )

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☐ Paired comparison

☐ Management by objective

ok

☐ Alternation ranking

☐ Graphic rating scale

Made by: Waqar Siddhu

Question No : 16 of 60

Marks: 1 (Budgeted Time 1 Min)

The first step in developing a behaviorally anchored rating scale is to:

Answer ( Please select your correct option )

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☐ Generate critical incidents

☐ Re-allocate incidents

☐ Scale incidents

☐ Develop performance dimensions

ok

Made by: Waqar Siddhu

Question No : 17 of 60

Marks: 1 (Budgeted Time 1 Min)

Ranking method is only effective for:

Answer ( Please select your correct option )

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☐ Large number of jobs

ok

☐ Non-managerial jobs

☐ Few jobs to be evaluated

☐ Executive level jobs only

Made by: Waqar Siddhu

Question No : 18 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following is NOT included in time-off benefits?

Answer ( Please select your correct option )

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☐ On-the-job breaks

ok

☐ Annual holidays

☐ Flexi time

☐ Paid leaves

Made by: Waqar Siddhu

Question No : 19 of 60

Marks: 1 (Budgeted Time 1 Min)

Performance measures include all of the following, EXCEPT:

Answer ( Please select your correct option )

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☐ Individual's productivity

☐ Team's productivity

☐ Departmental productivity

☐ Market productivity

ok

Made by: Waqar Siddhu

Question No : 20 of 60

Marks: 1 (Budgeted Time 1 Min)

All of the following are reasons of conflicts in an organization, EXCEPT:

Answer ( Please select your correct option )

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☐ Everyone competing for scarce resources

☐ Interactionist view about employees

☐ Poor coordination among employees

ok

☐ Stereotypical views about employees

Made by: Waqar Siddhu

Question No : 21 of 60

Marks: 1 (Budgeted Time 1 Min)

All of the following would be considered as sources of conflicts, EXCEPT:

Answer ( Please select your correct option )

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- ☐ Goal incompatibility
- ☐ Different values and beliefs
- ☐ Lack of resources and finances
- ☐ Strengthened team dynamics

ok

Made by: Waqar Siddhu

Question No : 22 of 60

Marks: 1 (Budgeted Time 1 Min)

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

nhi pta

Answer ( Please select your correct option )

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

Made by: Waqar Siddhu

Question No : 23 of 60

Marks: 1 (Budgeted Time 1 Min)

\_\_\_\_\_ is the early return of an expatriate manager to the home country without completion of an overseas assignment.

Answer ( Please select your correct option )

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- ☐ Culture shock
- ☐ Expatriate return
- ☐ Expatriate failure
- ☐ Repatriation

ok

Made by: Waqar Siddhu

Question No : 24 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 )

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☐ Managing

☐ Leading

ok

☐ Organizing

☐ Planning

Made by: Waqar Siddhu

Question No : 25 of 60

Marks: 1 (Budgeted Time 1 Min)

Creating conditions for a team to be effective is the responsibility of a(n):

Answer ( Please select your correct option )

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☐ Leader

ok

☐ Employee

☐ Organization

☐ HR department

Made by: Waqar Siddhu

Question No : 26 of 60

Marks: 1 (Budgeted Time 1 Min)

Charismatic leaders are those who have the ability to:

Answer ( Please select your correct option )

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☐ Resolve every problem prevailing in the organization

☐ Influence others in a desired manner

ok

☐ Command over larger number of employees

☐ Strictly impose the set rules

Made by: Waqar Siddhu

Question No : 27 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 )

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

ok

Made by: Waqar Siddhu

Question No : 28 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 : 29 of 60

Marks: 1 (Budgeted Time 1 Min)

According to which of the following theory we can learn through observations and our personal experiences?

Answer ( Please select your correct option )

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- ☐ Operant conditioning
- ☐ Social learning
- ☐ Personality development
- ☐ None of the given options

i think this

Made by: Waqar Siddhu

Question No : 30 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 : 31 of 60

Marks: 1 (Budgeted Time 1 Min)

Under the progressive discipline procedure the suspension of the employee falls in which of the following category?

Answer ( Please select your correct option )

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☐

First offense

ok

☐

Second offense

☐

Third offense

☐

Fourth offense

Made by: Waqar Siddhu

Question No : 32 of 60

Marks: 1 (Budgeted Time 1 Min)

According to the interactionist view about conflict which one of the following is the most appropriate advantage of conflict within the organization?

Answer ( Please select your correct option )

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☐

Creativity is there but not synergy

ok

☐

Creativity & synergy

☐

Synergy is there but not creativity

☐

Create trust for employee

Made by: Waqar Siddhu

Question No : 33 of 60

Marks: 1 (Budgeted Time 1 Min)

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

Answer ( Please select your correct option )

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☐ Alderfer

ok

☐ McGregor

☐ Edward Thorndike

☐ McClelland

Made by: Waqar Siddhu

Question No : 34 of 60

Marks: 1 (Budgeted Time 1 Min)

Who has presented the Theory-X and Theory-Y?

McGregor's Theory-X states that under the right circumstances, employees would willingly contribute their ingenuity and their talents for the benefits of the organization.

Answer ( Please select your correct option )

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☐ Alderfer

☐ McGregor

i think this 50% sure

☐ Edward Thorndike

☐ McClelland

Made by: Waqar Siddhu

Question No : 35 of 60

Marks: 1 (Budgeted Time 1 Min)

McClelland has presented a theory in which he has explained the association of three elements. Which of the following combination is true?

Answer ( Please select your correct option )

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☐ Affiliation, Power, and Achievement

ok

☐ Affiliation, Personality, and Achievement

☐ Affection, Power, and Achievement

☐ Affiliation, Personality, and Association

Made by: Waqar Siddhu

Question No : 36 of 60

Marks: 1 (Budgeted Time 1 Min)

What will be the very first step after the selection of an applicant in an organization?

nhi pta

Answer ( Please select your correct option )

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☐

Training

☐

Development

☐

Orientation

☐

Evaluation

Made by: Waqar Siddhu

Question No : 37 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following is NOT an organizational factor related to stress?

Answer ( Please select your correct option )

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☐

Economic conditions

☐

Task demands

☐

Role demands

ok

☐

Interpersonal demands

Made by: Waqar Siddhu

Question No : 38 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following is an example of an individual approach to stress management?

Answer ( Please select your correct option )

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☐

Selection and placement

☐

Redesigning jobs

2nd ya 3rd mai say ha koi 1 bcz stress 2no angle say a skti ha

☐

Goal setting

☐

Relaxation

Made by: Waqar Siddhu

Question No : 39 of 60

Marks: 1 (Budgeted Time 1 Min)

Which group of employees may also be known as expatriates?

Answer ( Please select your correct option )

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☐ Parent-country nationals

ok

☐ Host-country nationals

☐ Third-country nationals

☐ Local-country nationals

Made by: Waqar Siddhu

Question No : 40 of 60

Marks: 1 (Budgeted Time 1 Min)

What is the main point of difference between a multinational and transnational corporation?

Answer ( Please select your correct option )

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☐ Transnational corporations have a central corporate facility but highly decentralized operations and MNC is more focused on adapting their products and service to each individual local market.

☐ Transnational corporations have centralized operations and MNC has decentralized operations

☐ Transnational corporations invested in foreign operations and MNC invested in local operations

☐ Transnational concentrate on local markets and MNC focus on foreign markets

Made by: Waqar Siddhu

Question No : 41 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 : 42 of 60

Marks: 1 (Budgeted Time 1 Min)

The aspect of organizational culture that an employee can NOT see is:

Answer ( Please select your correct option )

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☐

What motivates people

☐

Tempo of work

☐

Attitude toward authority

okkkkk  
or role expectation be ans ha iska

☐

All of the given options

Made by: Waqar Siddhu

Question No : 43 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following characteristic/s is/are part of Conceptual skills?

Answer ( Please select your correct option )

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☐

Analytical ability

☐

Logical thinking

☐

Inductive reasoning

☐

All of the given options

ok

Made by: Waqar Siddhu

Question No : 44 of 60

Marks: 1 (Budgeted Time 1 Min)

What is achieved by combining capital, raw material & human resource by an organization?

Answer ( Please select your correct option )

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☐

Sales

☐

Capital

☐

Input

☐

Output

ok

Made by: Waqar Siddhu

Question No : 45 of 60

Marks: 1 (Budgeted Time 1 Min)

HR generalist is involved in:

Answer ( Please select your correct option )

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- ☐ Performing all or few (more than one) HR functions
- ☐ Performing a single focused HR function
- ☐ Providing orientation to employees only
- ☐ Designing special compensation packages for female employees

ok

Made by: Waqar Siddhu

Question No : 46 of 60

Marks: 1 (Budgeted Time 1 Min)

'Jamal enterprises' is a small company having 30 employees only, to facilitate this number of employees, organization hired 2 people to perform all necessary HR functions for the organization. In such a case these HR personnel are considered as:

Answer ( Please select your correct option )

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- ☐ HR executives
- ☐ HR generalists
- ☐ HR specialists
- ☐ HR department

ok

Made by: Waqar Siddhu

Question No : 47 of 60

Marks: 1 (Budgeted Time 1 Min)

For the post of tutor, candidates are asked to deliver a lecture to a group of selected students. Which one of the following statement is most correct?

Answer ( Please select your correct option )

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- ☐ This is used to have a face to face interaction
- ☐ Demonstration is mandatory for all post graduate colleges
- ☐ Delivering lecture is a type of work sampling
- ☐ This is an example of group interview

ok or ya be ha  
this is an example of in-basket simulation

Made by: Waqar Siddhu

Question No : 48 of 60

Marks: 1 (Budgeted Time 1 Min)

Ms. Ayesha was selected as the best employee of the month for April as she had contributed maximum in the organization's sale but no special consideration was made by management on her efforts, this practice of the organization may:

Answer ( Please select your correct option )

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- ☐ Decrease the importance of performance appraisal system of organization
- ☐ Increase the motivational level of employees of organization
- ☐ Increase the focus of employees towards their career development
- ☐ None of the given options

ok

Made by: Waqar Siddhu

Question No : 49 of 60

Marks: 1 (Budgeted Time 1 Min)

Under which of the following category union can bargain with the management on appointing a particular person as union leader?

Answer ( Please select your correct option )

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- ☐ Mandatory bargaining issue
- ☐ Permissive bargaining issue
- ☐ Prohibited bargaining issue
- ☐ Obligatory bargaining issue

ok

Made by: Waqar Siddhu

Question No : 50 of 60

Marks: 1 (Budgeted Time 1 Min)

Ahmed has provided the personal contact numbers of his subordinates to one of his friends who is working as an insurance agent in a private insurance firm, to help him in achieving his monthly sales target. This practice is:

Answer ( Please select your correct option )

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- ☐ Prohibited by the privacy rights
- ☐ Violation of employment at will
- ☐ Implementation of discrimination law
- ☐ Clear violation of labor laws

ok

Made by: Waqar Siddhu

Question No : 51 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following form of injustice is found when the performance evaluation is conducted by someone unfamiliar with the job and cannot identify the key performance indicators?

nhi pta

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

- ☐ Distributive
- ☐ Procedural
- ☐ Interpersonal
- ☐ Informational

Made by: Waqar Siddhu

Question No : 52 of 60

Marks: 1 (Budgeted Time 1 Min)

A formal approach adopted by an organization to help people in acquiring skills and experiences needed to perform current and future jobs is termed as;

Answer ( Please select your correct option )

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- ☐ Career Path
- ☐ Career Planning
- ☐ Career Short Sightedness
- ☐ Career Development

ok

Made by: Waqar Siddhu

Question No : 53 of 60

Marks: 3 (Budgeted Time 6 Min)

What are the measures one should take to overcome the problem of “Do Only What You Get Paid for” Syndrome?

Answer ( Please click here to Add Answer )

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Rich text editor toolbar with icons for bold, italic, underline, link, unlink, list, and other formatting options.

Made by: Waqar Siddhu

Question No : 54 of 60

Marks: 3 (Budgeted Time 6 Min)

Mention any three reasons of failure of international assignments and also give its remedies.

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

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4

Made by: Waqar Siddhu

Question No : 55 of 60

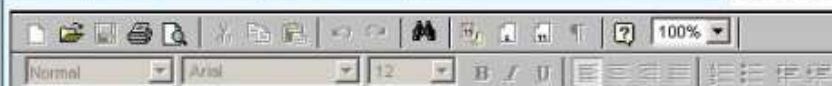
Marks: 3 (Budgeted Time 6 Min)

People working in a paint manufacturing plant are required to wear worker uniform, long shoes, hard hat, and safety glasses, but one of the workers does not wear all these things. When his boss inquired him on this matter, he replied that he does not like to wear them and there had been no accident took place for the last 15 years on the job; therefore there is no need of it.

The argument given by worker is valid or disciplinary action should be taken against him?

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

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4

Made by: Waqar Siddhu

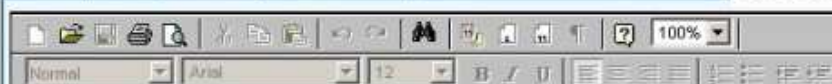
Question No : 56 of 60

Marks: 5 (Budgeted Time 10 Min)

Why companies hire individuals on frequent basis?

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

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4

Made by: Waqar Siddhu

Question No : 57 of 60

Marks: 5 (Budgeted Time 10 Min)

Discuss the roles of tactical, operational & strategic managers with the help of hierarchical diagram.

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

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Made by: Waqar Siddhu

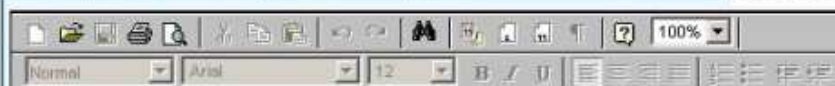
Question No : 58 of 60

Marks: 5 (Budgeted Time 10 Min)

Labor unions are considered as representative of employees but some organizations do not have labor union even then they have very good employee-management relationships. Analyze the factors that minimize the need of labor union in an organization.

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

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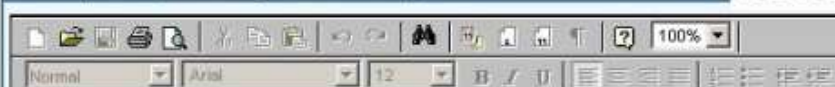
Question No : 59 of 60

Marks: 5 (Budgeted Time 10 Min)

Suppose you are designing a job evaluation plan by using job ranking method for a small business firm consisting of 25 jobs. You are required to mention, who will be responsible for conducting it and what procedure will be adopted to ensure successful implementation?

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

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Made by: Waqar Siddhu

Question No : 60 of 60

Marks: 5 (Budgeted Time 10 Min)

Suppose you are running a business and need to fill vacancies of both permanent and contingent workers. For each job, write a complete compensation package that outlines monetary and non monetary benefits.

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

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