



MGT501 - Human Resource Management Quiz # 2



MGT501 - Human Resource Management Quiz # 2

100% Correct Solve (Alhamdulillah)

BY Virtual Assistance Sonu Ilyas Mughal



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03063548328 Sonu Ilyas Mughal



MGT501 - Human Resource Management Quiz # 2



MGT501:Quiz 2

Question # 1 of 10 (**Start time: 10:33:13 PM, 21 January 2021**)

Who is in the best position to observe and evaluate an employee's performance?

Select the correct option

☐	Peers
☐	Customers
☐	Top management
☐	Immediate supervisor



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MGT501:Quiz 2

Quiz S

Question # 2 of 10 (**Start time: 10:33:40 PM, 21 January 2021**)

Mr. Ali works in an organization XYZ for the last so many years and gets a remuneration of Rs. 100 per hour. This refers to the concept of:

Select the correct option

☒	Wage
☐	Salary
☐	Commission
☐	Bonus



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Question # 3 of 10 (**Start time: 10:34:01 PM, 21 January 2021**)

The lifelong series of activities that contribute to a person's career exploration, establishment, success, and fulfillment is called:

Select the correct option

☐	Organizational development
☐	Career management
☒	Career development
☐	Career planning



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Question # 4 of 10 (**Start time: 10:34:21 PM, 21 January 2021**)

Which method is not very useful when jobs are very different from each other?

Select the correct option

☐	Ranking method
☐	Factor comparison method
☒	Classification method
☐	Point factor method



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MGT501:Quiz 2

Question # 5 of 10 (**Start time: 10:34:42 PM, 21 January 2021**)

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

Select the correct option

☐	Promotion
☒	Transfer
☐	Demotion
☐	Resignation



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Question # 6 of 10 (**Start time: 10:35:04 PM, 21 January 2021**)

Ranking method is only effective for:

Select the correct option

- | | |
|----------------------------------|---------------------------|
| ☐ | Large number of jobs |
| ☐ | For non-managerial jobs |
| ☒ | Few jobs to be evaluated |
| ☐ | Executive level jobs only |



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Question # 7 of 10 (**Start time: 10:35:27 PM, 21 January 2021**)

To measure the performance of employees, the organization needs to develop some standards that can be employed as a yard stick for this purpose.

Select the correct option

☐	Realistic
☐	Measurable
☐	Clearly define, communicated and understood
☐	All of the given options



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Question # 8 of 10 (**Start time: 10:35:47 PM, 21 January 2021**)

XYZ is an organization that provided a state of the art training regarding the practices of Marketing to all its employees from the HR department. It is vi
Learning.

Select the correct option

☐	Participation
☐	Repetition
☒	Relevance
☐	All of the given options



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Question # 9 of 10 (**Start time: 10:36:07 PM, 21 January 2021**)

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

Select the correct option

☒	HRD (Human Resource Development)
☐	HRP (Human Resource Planning)
☐	HRIS (Human Resource Information System)
☐	SHRM (Strategic Human Resource Management)



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MGT501:Quiz 2

Question # 10 of 10 (**Start time: 10:36:32 PM, 21 January 2021**)

The most popular technique for appraising performance is:

Select the correct option

☐	Alternation ranking
☒	Graphic rating scale
☐	Management By Objective
☐	Paired comparison



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Question # 1 of 10 (**Start time: 10:49:39 PM, 20 January 2021**)

Mr. Ali wants to improve his performance in the organization and also enjoys the opportunities to perform but fails most of the time. Among the determinants, which one refers to:

Select the correct option

☐	Willingness to perform
☒	Capacity to perform
☐	Opportunity to perform
☐	All of the given



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Question # 2 of 10 (**Start time: 10:50:11 PM, 20 January 2021**)

When we measure the percentage sale of new products, the value attached to it and the market share it has grabbed or the brand loyalty, we actually measure

Select the correct option

☒	Financial aspects of performance
☐	Internal business operations
☐	Customer's perspective
☐	Sales people performance



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Question # 3 of 10 (**Start time: 10:50:42 PM, 20 January 2021**)

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

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



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Question # 4 of 10 (**Start time: 10:51:05 PM, 20 January 2021**)

To measure the performance of employees, the organization needs to develop some standards that can be employed as a yard stick for this purpose.

Select the correct option

☐	Realistic
☐	Measurable
☐	Clearly define, communicated and understood
☐	All of the given options



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Question # 5 of 10 (**Start time: 10:51:29 PM, 20 January 2021**)

Which of the following statement is true to be an outstanding performer on the job?

Select the correct option

- | | |
|----------------------------------|---|
| ☐ | It is necessary to please your boss by paying him or her particular attention |
| ☐ | It is necessary to do late sittings with an aim to influence your supervisor's perception |
| ☒ | It is necessary to take an initiative to do more than what is expected |
| ☐ | It is necessary to control or influence your boss in a tricky way |



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Question # 6 of 10 (**Start time: 10:51:53 PM, 20 January 2021**)

Which of the following is part of a manager's role in an employee's career development?

Select the correct option

- | | |
|----------------------------------|---|
| ☐ | Communicating the mission, policies, and procedures |
| ☐ | Utilizing career development opportunities |
| ☒ | Participating in career development discussions |
| ☐ | Establishing goals and career plans |



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Question # 7 of 10 (**Start time: 10:52:14 PM, 20 January 2021**)

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

Select the correct option

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



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Question # 8 of 10 (**Start time: 10:52:36 PM, 20 January 2021**)

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

Select the correct option

☒	HRD (Human Resource Development)
☐	HRP (Human Resource Planning)
☐	HRIS (Human Resource Information System)
☐	SHRM (Strategic Human Resource Management)



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Question # 9 of 10 (**Start time: 10:52:58 PM, 20 January 2021**)

Ahmad is a punctual person. The rater is judging a punctual person as more hardworking and gives him overall good rating. Which of the following error

Select the correct option

☐	Leniency/Strictness
☒	Halo Error
☐	Central Tendency
☐	Recent Behavior Bias



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Question # 10 of 10 (**Start time: 10:53:20 PM, 20 January 2021**)

Which of the following is not an internal barrier to career advancement?

Select the correct option

- | | |
|----------------------------------|---|
| ☐ | Lack of time and resources to employees |
| ☐ | Rigid job specifications |
| ☐ | Lack of career Opportunities |
| ☒ | Recession in Job Market |



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Question # 1 of 10 (Start time: 10:58:41 PM, 20 January 2021)

Which is the best time to discuss career-related issues with an employee?

Select the correct option

- | | |
|----------------------------------|--|
| ☐ | At the weekly staff meeting |
| ☐ | At a social lunch |
| ☒ | During the employee's annual appraisal |
| ☐ | During a career success team meeting |



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Question # 2 of 10 (**Start time: 10:59:02 PM, 20 January 2021**)

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

Select the correct option

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



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Question # 3 of 10 (**Start time: 10:59:22 PM, 20 January 2021**)

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

Select the correct option

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



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Question # 4 of 10 (**Start time: 10:59:44 PM, 20 January 2021**)

All of the following are successful career management practices EXCEPT:

Select the correct option

- | | |
|----------------------------------|---|
| ☐ | Providing a clear succession plan |
| ☒ | Let employees work on the same position |
| ☐ | Encouraging performance through rewards and recognition |
| ☐ | Encouraging employees to continually assess their skills and career direction |



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Question # 5 of 10 (**Start time: 11:00:04 PM, 20 January 2021**)

The supervisor keeps a log of positive and negative examples of a subordinate's work-related behavior in:

Select the correct option

☐	Management By Objective
☐	Comparison method
☐	Essay method
☒	Critical incident



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Quiz :

Question # 6 of 10 (**Start time: 11:00:31 PM, 20 January 2021**)

Mr. Ali works in an organization XYZ for the last so many years and gets a remuneration of Rs. 100 per hour. This refers to the concept of:

Select the correct option

☒	Wage
☐	Salary
☐	Commission
☐	Bonus



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Question # 7 of 10 (**Start time: 11:01:07 PM, 20 January 2021**)

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

Select the correct option

☐	Employee training
☐	Employee orientation
☒	Employee rights
☐	Employee appraisals



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Question # 8 of 10 (Start time: 11:01:32 PM, 20 January 2021)

Assessing interests, seeking out career information and utilizing development opportunities are all part of the _____'s role in career development.

Select the correct option

☒	Individual
☐	Manager
☐	Supervisor
☐	Company



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Question # 9 of 10 (**Start time: 11:01:52 PM, 20 January 2021**)

In which method of job evaluation the grades are created by identifying some common denominators for group of jobs .

Select the correct option

☒	Job classification
☐	Ranking
☐	Point method
☐	Factor comparison



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Question # 10 of 10 (**Start time: 11:02:10 PM, 20 January 2021**)

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

Select the correct option

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



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Question # 1 of 10 (**Start time: 06:30:02 PM, 20 January 2021**)

Who is in the best position to observe and evaluate an employee's performance?

Select the correct option

- | | |
|-----------------------|----------------------|
| ☐ | Peers |
| ☐ | Customers |
| ☐ | Top management |
| ☐ | Immediate supervisor |



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Question # 2 of 10 (**Start time: 06:31:27 PM, 20 January 2021**)

In which method of job evaluation the grades are created by identifying some common denominators for group of jobs .

Select the correct option

☒	Job classification
☐	Ranking
☐	Point method
☐	Factor comparison



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Question # 3 of 10 (**Start time: 06:31:55 PM, 20 January 2021**)

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

Select the correct option

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





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Question # 4 of 10 (**Start time: 06:32:18 PM, 20 January 2021**)

Which of the following area is NOT included in Human Resource Development?

Select the correct option

☐	Orientation
☐	Education
☐	Development
☐	Compensation



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Question # 5 of 10 (**Start time: 06:32:46 PM, 20 January 2021**)

Jobs are arranged in an order, according to:

Select the correct option

☒	Ranking method
☐	Classification method
☐	Factor comparison method
☐	Point factor method





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Question # 6 of 10 (Start time: 06:33:10 PM, 20 January 2021)

An organization that adopts single sided approach, designs and delivers the best training that it thinks best for its employees but most of the times it fails of:

Select the correct option

☐	Participation
☐	Repetition
☐	Relevance
☐	Feed Back



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Question # 7 of 10 (**Start time: 06:33:34 PM, 20 January 2021**)

Job evaluation is based on the:

Select the correct option

- | | |
|----------------------------------|--|
| ☐ | Physical skills required by the job |
| ☒ | Relative job worth for an organization |
| ☐ | Complexity of the job to perform |
| ☐ | Conceptual skill required by the job |





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Question # 8 of 10 (**Start time: 06:33:56 PM, 20 January 2021**)

Providing timely performance feedback, development of assignments and support are all part of the _____'s role in career development.

Select the correct option

☐	Individual
☒	Manager
☐	Company
☐	Human resource specialist



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Question # 9 of 10 (Start time: 06:34:17 PM, 20 January 2021)

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

Select the correct option

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





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Question # 10 of 10 (**Start time: 06:34:43 PM, 20 January 2021**)

Which of the following is not an internal barrier to career advancement?

Select the correct option

- | | |
|-----------------------|---|
| ☐ | Lack of time and resources to employees |
| ☐ | Rigid job specifications |
| ☐ | Lack of career Opportunities |
| ☐ | Recession in Job Market |



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Question # 1 of 10 (**Start time: 06:56:19 PM, 20 January 2021**)

Which of the following best describes the difference between training and development?

Select the correct option

- | | |
|----------------------------------|---|
| ☒ | Training is for current job and development is for future job |
| ☐ | Training is for future job and development is for current job |
| ☐ | Training is for middle management and development is for top management |
| ☐ | There is no difference between training and development |



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Question # 2 of 10 (**Start time: 06:56:42 PM, 20 January 2021**)

Which of the following measures are taken to assess the intensity of employees' satisfaction and their attitude toward the training program?

Select the correct option

☒	Continuous feedback
☐	Profitability rate
☐	Market share
☐	Productivity levels



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Question # 3 of 10 (**Start time: 06:57:04 PM, 20 January 2021**)

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

Select the correct option

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





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Question # 4 of 10 (**Start time: 06:57:24 PM, 20 January 2021**)

A planning approach that carries an inbuilt feature of review at different steps during the execution of the plan is called:

Select the correct option

☐	Rating Scale
☐	Comparative Methods
☐	Essay
☐	MBO





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Quiz S

Question # 5 of 10 (**Start time: 06:57:46 PM, 20 January 2021**)

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 exper
in _____ stage of his career.

Select the correct option

☐	Growth
☐	Establishment
☐	Exploration
☒	Maintenance



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Question # 6 of 10 (Start time: 06:58:07 PM, 20 January 2021)

Performance appraisal provides information about following areas except:

Select the correct option

☐	Promotion and salary
☐	Subordinate work related behavior
☒	Labor laws
☐	Person's career path





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Question # 7 of 10 (**Start time: 06:58:26 PM, 20 January 2021**)

There are some organizations which provide toll free numbers to the customers so that they may easily submit their views about the employees and se

Select the correct option

☐	Social Responsibility
☒	Customer/Client Feedback
☐	Market Survey
☐	360 Degrees Feedback



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Question # 8 of 10 (**Start time: 06:58:47 PM, 20 January 2021**)

"On going process of evaluating & managing both the behavior & outcomes in the workplace" is known as;

Select the correct option

☐	Training & development
☒	Performance appraisal
☐	Compensation management
☐	Job analysis





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MGT501:Quiz 2

Question # 9 of 10 (**Start time: 06:59:12 PM, 20 January 2021**)

The most popular technique for appraising performance is:

Select the correct option

- | | |
|----------------------------------|-------------------------|
| ☐ | Alternation ranking |
| ☐ | Graphic rating scale |
| ☒ | Management By Objective |
| ☐ | Paired comparison |



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Quiz 5

Question # 10 of 10 (**Start time: 06:59:32 PM, 20 January 2021**)

Different organizations conduct job analysis and _____ to fix the individual pay plan.

Select the correct option

- | | |
|----------------------------------|---------------------------|
| ☐ | Interviews with employees |
| ☒ | Job Surveys |
| ☐ | Pay polls |
| ☐ | Seeks option of employees |



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Quiz S

Question # 1 of 10 (**Start time: 07:12:53 PM, 20 January 2021**)

The process, in which an employee sets career objectives and identifies the means to achieve it, is called:

Select the correct option

☒

Career Planning

☐

Career Path

☐

Career Short Sightedness

☐

Career Development



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MGT501:Quiz 2

Question # 2 of 10 (**Start time: 07:13:27 PM, 20 January 2021**)

Which is the best time to discuss career-related issues with an employee?

Select the correct option

- | | |
|----------------------------------|--|
| ☐ | At the weekly staff meeting |
| ☐ | At a social lunch |
| ☒ | During the employee's annual appraisal |
| ☐ | During a career success team meeting |



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Question # 3 of 10 (**Start time: 07:13:50 PM, 20 January 2021**)

The need of replacement chart is created when organizations involve in:

Select the correct option

☒	Succession planning
☐	Affirmative action planning
☐	Action planning
☐	Production planning



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Question # 4 of 10 (**Start time: 07:14:11 PM, 20 January 2021**)

What type of education program is offered most often, prior to retirement?

Select the correct option

- | | |
|----------------------------------|---|
| ☐ | Leisure time counseling |
| ☐ | Counseling for second careers outside the company |
| ☒ | Explanation of social security benefits |
| ☐ | Psychological counseling |



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Question # 5 of 10 (**Start time: 07:14:35 PM, 20 January 2021**)

Which of the following area is NOT included in Human Resource Development?

Select the correct option

☐	Orientation
☐	Education
☐	Development
☐	Compensation





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MGT501:Quiz 2

Quiz S

Question # 6 of 10 (**Start time: 07:14:57 PM, 20 January 2021**)

An organization that adopts single sided approach, designs and delivers the best training that it thinks best for its employees but most of the times it fails of:

Select the correct option

☐	Participation
☐	Repetition
☐	Relevance
☐	Feed Back



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Question # 7 of 10 (**Start time: 07:15:19 PM, 20 January 2021**)

For the performance appraisal of MR Ali, his supervisor called him in office and had a discussion with him about what ever he has done so far, they wa
reservations he has. It is an example of:

Select the correct option

☐	Self Rating
☒	Appraisal interview
☐	Critical incidents
☐	MBO



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Question # 8 of 10 (**Start time: 07:15:41 PM, 20 January 2021**)

According to which method each job is assigned to the grade/category providing the closest match to the job?

Select the correct option

☐	Ranking method
☒	Classification method
☐	Factor comparison method
☐	Point factor method



MGT501 - Human Resource Management Quiz # 2



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Question # 9 of 10 (**Start time: 07:16:03 PM, 20 January 2021**)

Performance appraisal provides information about following areas except:

Select the correct option

☐	Promotion and salary
☐	Subordinate work related behavior
☒	Labor laws
☐	Person's career path





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Question # 10 of 10 (Start time: 07:16:24 PM, 20 January 2021)

Which one of the following is NOT included in alternative work arrangements?

Select the correct option

☐	Part-time work
☐	Flexi timing
☒	On-site child care
☐	Job sharing



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MGT501 - Human Resource Management Quiz # 2



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Question # 1 of 10 (**Start time: 07:34:47 PM, 20 January 2021**)

Assessing interests, seeking out career information and utilizing development opportunities are all part of the _____'s role in career development.

Select the correct option

☒	Individual
☐	Manager
☐	Supervisor
☐	Company



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Question # 2 of 10 (**Start time: 07:35:10 PM, 20 January 2021**)

The supervisor keeps a log of positive and negative examples of a subordinate's work-related behavior in:

Select the correct option

☐	Management By Objective
☐	Comparison method
☐	Essay method
☐	Critical incident



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Question # 3 of 10 (**Start time: 07:35:33 PM, 20 January 2021**)

Which of the following could be the best measure to make the career development procedure the most effective one?

Select the correct option

- | | |
|----------------------------------|---|
| ☐ | Conduct frequent training sessions |
| ☒ | Assess the employees' skills on regular basis |
| ☐ | Offer high salary packages |
| ☐ | Provide flexible working hours |



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Question # 4 of 10 (**Start time: 07:35:59 PM, 20 January 2021**)

All of the following are advantages of using the critical incident method for appraising performance, EXCEPT:

Select the correct option

- | | |
|----------------------------------|--|
| ☐ | Provides examples of good performance |
| ☒ | The results are subjective |
| ☐ | Provides examples of poor performance |
| ☐ | Incidents can be tied to performance goals |



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Question # 5 of 10 (**Start time: 07:36:16 PM, 20 January 2021**)

To make the ranking method more effective:

Select the correct option

- | | |
|-----------------------|--|
| ☐ | Conduct PA on regular basis |
| ☐ | Train employees prior to appraisals |
| ☐ | Develop high compensation packages |
| ☐ | Clearly define job description prior to appraisals |



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Question # 6 of 10 (**Start time: 07:36:37 PM, 20 January 2021**)

Subhan is a supervisor over 20 employees working in sales department. He is more concerned with the immediate improvement of the employee that's employees more effective in their current job. What is Subhan doing?

Select the correct option

☒	Employees training
☐	Employees development
☐	Employees education
☐	Employees grooming



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Question # 7 of 10 (**Start time: 07:37:02 PM, 20 January 2021**)

An organization that adopts such a technique which defines the performance of employees on the bell shaped curve actually uses:

Select the correct option

☐	Rating Scale
☒	Forced Distribution
☐	MBO
☐	Essay



MGT501 - Human Resource Management Quiz # 2



MGT501:Quiz 2

Question # 8 of 10 (**Start time: 07:37:24 PM, 20 January 2021**)

Jobs are arranged in an order, according to:

Select the correct option



Ranking method



Classification method



Factor comparison method



Point factor method



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MGT501:Quiz 2

Question # 9 of 10 (**Start time: 07:37:46 PM, 20 January 2021**)

Which of the following best describes the difference between training and development?

Select the correct option

- | | |
|----------------------------------|---|
| ☒ | Training is for current job and development is for future job |
| ☐ | Training is for future job and development is for current job |
| ☐ | Training is for middle management and development is for top management |
| ☐ | There is no difference between training and development |



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Quiz S

Question # 10 of 10 (**Start time: 07:38:10 PM, 20 January 2021**)

Mr. Khalid Usman joined Police Service and planned to be SP with in next 5 years, SSP in 7 years; AIG in 10 years and finally retire as IG of any provi

Select the correct option

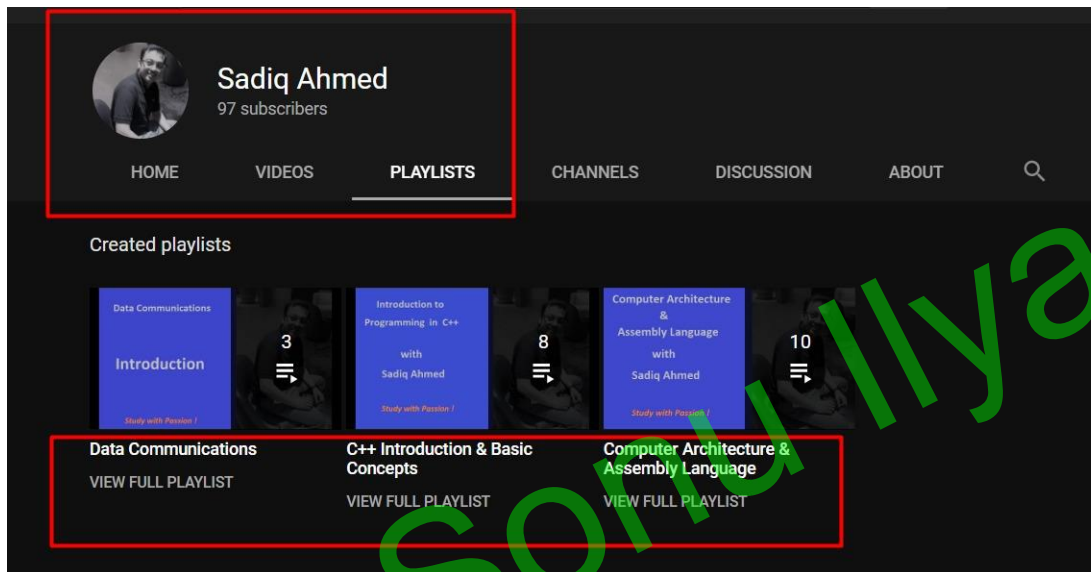
☐	Career Planning
☒	Career Goals
☐	Career Development
☐	Career Counseling



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Best short lectures by Tutor Sadiq Ahmed



Virtual Academy For all Subjects and Projects

https://www.youtube.com/channel/UCjboEX65C_yN7as5di10uIQ/playlists



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Subjects Enrolment

- 1) Lecture live on Zoom
- 2) Written Lectures (pdf)
- 3) Recorded Videos
- 4) Topic wise Notes
- 5) Short QA Solved
- 6) MCQs Solved
- 7) Solved Past and Current paper
- 8) Solved Graded Activities
(Assignment Quiz GDB)

Activity
Detailed
Information

Project Enrolment Complete training with Live classes on Zoom

- 1) SRS (Software Requirements Specification)
- 2) DD (Design Document)
- 3) Test phase
 - a) Test phase viva (Live Classes for viva preparation)
- 4) Final Deliverable
 - a) Final coding
 - b) Final presentation
 - c) Final report
 - d) Pre final viva (Coding Viva)

First See Our Result

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