



MGT501 QUIZ(1)

Lecture: 1 to 17

RIZ MUGHAL **SQA ENGINEER:**

I'm providing 100% correct quiz solution.

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Question # 1 of 10 (Start time: 09:23:56 AM, 03 June 2021) To

Recruitment can be defined as:

Select the correct option

[Reload Math](#)

Giving the selected employees an introduction of the organization



Interviewing the shortlisted candidates



Providing offer letters to the selected candidates



Publishing a response-generating advertisement in the newspaper

Riz Mughal



Question # 2 of 10 (Start time: 09:24:21 AM, 03 June 2021)

Total Marks: 1

Which of the following statistical approach is used by the organizations to forecast the demand and supply of their workforce

Select the correct option

[Reload Math Equations](#)

☐	Delphi method	//
☒	Ratio analysis	//
☐	None of these	//
☐	Managerial judgment	//

Question # 3 of 10 (Start time: 09:24:39 AM, 03 June 2021)

Total

System used to collect, record, store, analyze and retrieve data related to an organization, is termed as:

Select the correct option

[Reload Math Eq](#)

- | | |
|----------------------------------|--|
| ☐ | DBMS (Data Base Management System) |
| ☒ | MIS (Management Information System) |
| ☐ | IS (Information System) |
| ☐ | HRIS (Human Resource Information System) |

Question # 4 of 10 (Start time: 09:25:11 AM, 03 June 2021)

Which of the following is NOT a function of HRM?

Select the correct option

☐	Recruitment
☒	Procurement
☐	Training
☐	Selection

Question # 5 of 10 (Start time: 09:25:48 AM, 03 June 2021)

Total M

Which one of the following authorities limited to a particular segment of management and for limited time period?

Select the correct option

[Reload Math Equa](#)

☐	Operational authority
☒	Functional authority
☐	Line authority
☐	Staff authority

Question # 6 of 10 (Start time: 09:26:07 AM, 03 June 2021)

Total Marks: 10

The intellectual and mechanical processes used by an organization to transform inputs into products or services is called?

Select the correct option

[Reload Math Equation](#)

☐	Leadership
☐	Structure of Organization
☒	Technology
☐	Human Resource

Question # 7 of 10 (Start time: 09:26:27 AM, 03 June 2021)

Which aspect of human resource management is concerned with the collective bargaining of labor union?

Select the correct option

[Reload Math](#)

- | | |
|----------------------------------|-----------------------|
| ☐ | Stockholder relations |
| ☒ | Industrial relations |
| ☐ | Employee relations |
| ☐ | Personnel relations |

Question # 8 of 10 (Start time: 09:26:53 AM, 03 June 2021)

The process which orient the new employees to the organization and to the other colleagues is called.....

Select the correct option

[Reload](#)

- | | |
|----------------------------------|-------------------|
| ☐ | Training programs |
| ☐ | Selection |
| ☒ | Socialization |
| ☐ | Networking |

MGT501:Quiz 1

Question # 9 of 10 (Start time: 09:27:11 AM, 03 June 2021)

Which of these functions is affected by external influences?

Select the correct option

☐	Development
☐	Maintenance
☒	All of the given options
☐	Staffing

Question # 10 of 10 (Start time: 09:27:30 AM, 03 June 2021)

Total Mark

The person who perform task in a wide variety of Human Resource related area and involve in several, or all, of the Human Resource Management Functions is known as:

Select the correct option

[Reload Math Equation](#)

- | | |
|----------------------------------|----------------------------|
| ☐ | Human Resource Executive |
| ☐ | Human Resource Coordinator |
| ☒ | Human Resource Generalist |
| ☐ | Human Resource Specialist |

2nd account

MGT501:Quiz 1

Quiz Start Time: 09

Question # 1 of 10 (Start time: 09:36:39 AM, 03 June 2021)

Provide opportunities to handle rapid growth of the organization is an _____.

Select the correct option

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- | | |
|----------------------------------|--------------------------------------|
| ☒ | Advantage of external recruitment |
| ☐ | Disadvantage of internal recruitment |
| ☐ | Disadvantage of external recruitment |
| ☐ | Advantage of internal recruitment |

Question # 2 of 10 (Start time: 09:37:00 AM, 03 June 2021)

Which of the following function is not considered as one of the five broad categories of HRM functions?

Select the correct option

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☐	Employee & Labor Relations
☒	Job analysis
☐	Health & Safety
☐	Compensation and Benefits

Question # 3 of 10 (Start time: 09:37:19 AM, 03 June 2021)

Total Marks:

Which one of the following action taken by the organization is much fruitful than equal employment opportunity for minorities or the affected classes?

Select the correct option

[Reload Math Equations](#)

☐	Workforce Diversity
☐	Merit based Selection
☒	Affirmative Action
☐	Cohesiveness

Question # 4 of 10 (Start time: 09:37:40 AM, 03 June 2021)

Shifting Personnel Management to HRM provides competitive advantage through:

Select the correct option

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- | | |
|----------------------------------|--|
| ☒ | Matching organizational and individual goals |
| ☐ | Better maintenance of financial records |
| ☐ | Earning trust of stakeholders |
| ☐ | Providing better product to customers |

Question # 5 of 10 (Start time: 09:37:57 AM, 03 June 2021)

To

Which of the following is not a part of "developing job description and job specification" step of job analysis?

Select the correct option

[Reload Math](#)

- | | |
|----------------------------------|--|
| ☒ | Obtaining top management support |
| ☐ | Finalize job description and job specification |
| ☐ | Discuss Job description and Job specification with manager/employees |
| ☐ | Draft Job description and Job specification |

Question # 6 of 10 (Start time: 09:38:16 AM, 03 June 2021)

Which one method mostly provides an opportunity to reach the large pool of applicants?

Select the correct option

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☒	Job posting on internet
☐	Visiting colleges
☐	Contacts and referrals
☐	Word of mouth

Question # 7 of 10 (Start time: 09:38:37 AM, 03 June 2021)

In which of the following situation organizations perform the job analysis

Select the correct option

☒	All of the above
☐	When new technology is introduced
☐	When organization is founded
☐	When new jobs are created

Question # 8 of 10 (Start time: 09:38:57 AM, 03 June 2021)

Total Marks

A manager of human resources of a small accounting firm needs 100 extra persons hours of work during the first two months of every year for data entry and word processing. What is the manager's best recruiting source?

Select the correct option

[Reload Math Equations](#)

- | | |
|----------------------------------|---------------------------|
| ☐ | College placement centers |
| ☐ | Walk-in interview |
| ☒ | Independent contractors |
| ☐ | Headhunters |

Question # 9 of 10 (Start time: 09:39:44 AM, 03 June 2021)

Total Marks:

Redesigning of an organization's processes from materials acquisition, to production, to marketing and distribution is called:

Select the correct option

[Reload Math Equations](#)

- | | | |
|----------------------------------|----------------|----|
| ☐ | Recycling | // |
| ☐ | Reconditioning | // |
| ☐ | Restructuring | // |
| ☒ | Reengineering | |

Question # 10 of 10 (Start time: 09:40:09 AM, 03 June 2021)

Which of the following is a basic function of Human resource management?

Select the correct option

- | | |
|----------------------------------|---------------------------------------|
| ☐ | Recruitment, selection and organizing |
| ☒ | Compensation and benefits |
| ☐ | HR research and controlling |
| ☐ | Safety, health and controlling |

3rd account

Question # 1 of 10 (Start time: 09:45:44 AM, 03 June 2021)

Total

A process that precedes other management functions and creates a link between present and the future is called

Select the correct option

[Reload Math Editor](#)

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

Question # 2 of 10 (Start time: 09:46:17 AM, 03 June 2021)

Which of the following workforce will be more vigilant towards changing consumer needs

Select the correct option

- | | |
|----------------------------------|-----------------------|
| ☐ | Marketing workforce |
| ☐ | Homogeneous workforce |
| ☒ | Diverse workforce |
| ☐ | Trained workforce |

Question # 3 of 10 (Start time: 09:46:37 AM, 03 June 2021)

Which one of the following authorities is required for a Manager to make decision at Management level?

Select the correct option

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☐	Staff authority
☐	Functional authority
☒	Line authority
☐	Operational authority

Question # 4 of 10 (Start time: 09:46:56 AM, 03 June 2021)

All of the following are the characteristics of a well-functioning effective group EXCEPT:

Select the correct option

- | | |
|----------------------------------|--|
| ☐ | Relaxed, comfortable, informal atmosphere |
| ☒ | Conflicts and disagreements center upon people |
| ☐ | People express feeling and ideas |
| ☐ | Members listen well & participate in given assignments |

Question # 5 of 10 (Start time: 09:47:14 AM, 03 June 2021)

Human resource management is the extension of personnel management with more focused on

Select the correct option

☐	Departmental level
☐	Individual level
☒	Organizational level
☐	Functional level

Question # 6 of 10 (Start time: 09:47:33 AM, 03 June 2021)

Total Marks:

XYZ organization advertised a post of salesperson to hire someone who is sociable, assertive, active and ambitious which of the following personality trait organization is looking for.

Select the correct option

[Reload Math Equations](#)

☐	Agreeableness
☒	Extroversion
☐	Conscientiousness
☐	Openness to experience

Question # 7 of 10 (Start time: 09:47:51 AM, 03 June 2021)

Total Ma

Which of the following is a term that concerns with the development of the employees so that they may take immediate decision without resorting or waiting for the orders of the superiors?

Select the correct option

[Reload Math Equati](#)

☐	Restructuring
☐	Centralization
☐	Reengineering
☒	Empowerment

Question # 8 of 10 (Start time: 09:48:15 AM, 03 June 2021)

Identifying objectives of job analysis relates with the following step of Job analysis

Select the correct option

☐	Preparing the Job analysis
☒	Planning the job analysis
☐	Planning the job analysis
☐	Maintaining and updating Job descriptions

Question # 9 of 10 (Start time: 09:48:33 AM, 03 June 2021)

Total Marks:

Ahmad appeared for interview in a team-based organization. Board members were very happy from the knowledge, skills and abilities of Ahmad. However, they have one reservation that he was a solo flyer and not ready to work in a team. Keeping in view his capabilities, still they decided to hire him. They have committed an error from which of the following aspect?

Select the correct option

[Reload Math Equations](#)

☐	None of above	
☒	Selection Issue	
☐	Not properly trained	
☐	Poor reward system	

Question # 10 of 10 (Start time: 09:48:52 AM, 03 June 2021)

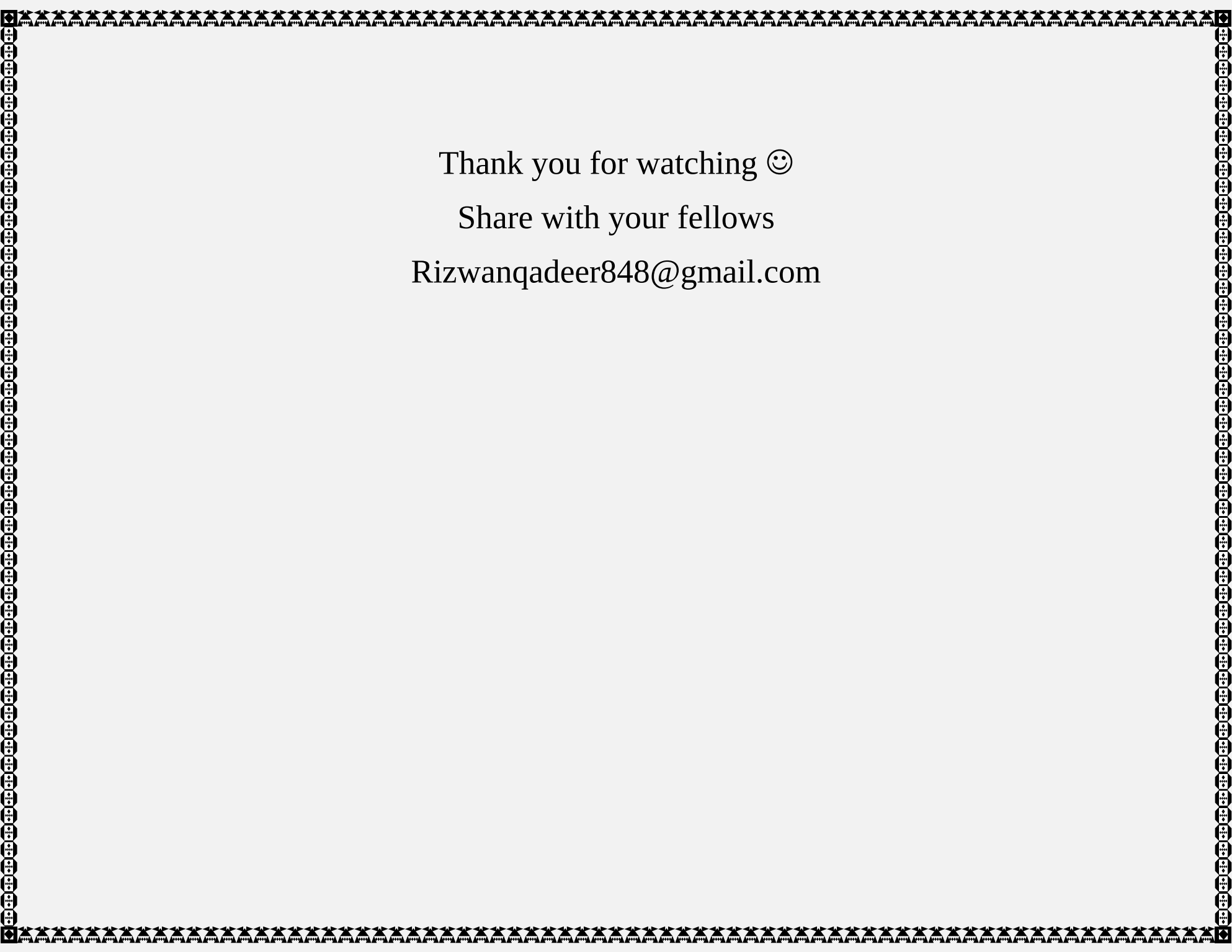
Total Ma

An individual who acts in advisory capacity and work with other managers to help them in dealing with human resource management is known as

Select the correct option

[Reload Math Equat](#)

☒	HR manager
☐	Line manager
☐	Functional manager
☐	Staff manager



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