VIRTUAL UNIVERSITY OF PAKISTAN

A Good Education is a Foundation For a Better Future

CORRECT ANSWER SOLVED BY HADI
EMAIL:hadirajputofficial@gmail.com
WHATSAPP& CALL:03087122922

(Final Term Past Paper)

MADE AND SOLVED BY TEAM HADI

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.

WhatsApp:03087122922

FACEBOOK ID: https://www.facebook.com/hadipastpapers/

Best of luck!

PAST PAPER

Human Resource Management (MGT501)

Question: 1 (Marks: 1)

Each job is assigned to a particular grade/category depending on the type of jobs the organizations require, is tagged as:

bhai parh lia
karo

Choices:

- Ranking method
- Classification method
- Factor comparison method
- Point factor method

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Human Resource Management (MGT501)

Question: 2 (Marks: 1)

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:

bhai tun parta q nai hai

Choices:

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

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Human Resource Management (MGT501)

Question: 3 (Marks: 1)

Which of the following is an example of 'Family-oriented benefits'?

bhai parh le
warna shadi
bhool ja :P

Choices:

- Offered share in company's stocks
- Free lunch in office
- Availability of child & elder care centres
- Equal career growth opportunities

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Human Resource Management (MGT501)

Question: 4 (Marks: 1)

Accounting department of EFU General Insurance Ltd. shares information of multiple levels of different departments while preparing the annual budget on a consistent basis. Which type of communication it is?

marzi a bae

Choices:

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

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Human Resource Management (MGT501)

Question: 5 (Marks: 1)

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

government
bik gae :P

Choices:

- Union
- Management
- Government
- Society

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Human Resource Management (MGT501)

Question: 6 (Marks: 1) At

In the negotiation process, bargaining issues like deciding product price & design, deciding about new jobs etc. come under:

go nawaz go

Choices:

- Labor issues
- Mandatory issues
- Permissive issues
- Prohibited issues

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Human Resource Management (MGT501)

Question: 7 (Marks: 1)

Which one among the following statements depicts 'Permissible bargaining'?

muje q nikala
:P

Choices:

Issues not necessary to be bargained

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Issues that have no legal standing

Legal issues necessary to resolve

Essential employees related issues

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Human Resource Management (MGT501)

Question: 8 (Marks: 1)

If Mr. Salman can dismiss, suspend, or demote any of his subordinates, which type of power Mr. Salman possess?

kaha tha na sharfraz dokha nahi de gah

Choices:

- Referent
- Reward
- Expert
- Coercive

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Human Resource Management (MGT501)

Question: 9 (Marks: 1) Attempted

'An organization cannot terminate an individual based on his/her age in order to save some money for the organization .' The given statement falls under:

(kholi nae huta tujse chase :P.)

Choices:

Statutory rights

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Public policy

Employee rights

Management rights

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Human Resource Management (MGT501)

Question: 10 (Marks: 1)

Motivation is all of the following **EXCEPT**:

Choices:

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- Usually measured during the recruitment and selection proc
- Found in workers who are involved and interested in their work
- Evident in "energized" students, who want to learn
- The process of activating a willingness to work in employees

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Human Resource Management (MGT501)

Question: 11 (Marks: 1)

Which one of the following statements is the **BEST** indicator of an effective safety and health program for an organization?

patwari
league

imp

Choices:

Employees do not feel hesitant while sharing their problems

Employees feel motivated to perform well and show loyalty

Employees do not face injuries and illnesses on regular basis

Employees feel honor that organization is concerned about their problems

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Human Resource Management (MGT501)

Question: 12 (Marks: 1)

Which one of the following is designed to solve employees' physical, mental and emotional problems?

imp

pti zindabad

Choices:

- PBGC (Pension Benefit Guarantee Corporation)
- OSHA (Occupational Safety & Health Administration)
- ERISA (Employee Retirement Income Security Act)
- EAP (Employee Assistance Programs)

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Human Resource Management (MGT501)

Question: 13 (Marks: 1) A

Which one of the following personal factors triggers the stress response in employees?

kaha tha papa
ne b.a kar le
tere bus mah
ne bcs

Choices:

- Excessive noise
- Working condition
- Individual job
- Living condition

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Human Resource Management (MGT501)

Question: 14 (Marks: 1) Atte

'Employees do not believe pay and performance are linked' is the disadvantage of:

imp

phir b tumko
chahun gha

Choices:

- Team-Based Plans
- Plant wide Plans
- Individual-Based Plans
- Corporate wide Plans

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Human Resource Management (MGT501)

Question: 15 (Marks: 1)

'Free-riding effect' is the disadvantage of:

Choices:

- Individual-Based Plans
- Team-Based Plans
- Corporate wide Plans
- Plant wide Plans

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Human Resource Management (MGT501)

Question: 16 (Marks: 1) At

Why is upward communication important in empowered organizations?

Choices:

- Upward communication is the definition of an empowered work force
- Customer information and satisfaction are top priorities in an empowered organization
- Empowered employees make more decisions about how to do their work. These decisions need to be communicated to top management
- Workers feel empowered when they can communicate with top management

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Human Resource Management (MGT501)

Question: 17 (Marks: 1)

Why are union contracts not ratified by union members after they have been negotiated?

.....

Choices:

- Usually, grievances have to be handled during the negotiation process

.....

- Usually, arbitrators have to become involved in the negotiation process

.....

- Management participation is not considered binding during the negotiation process

.....

- The union representative does not carry the authority of all the union members

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Human Resource Management (MGT501)

Question: 18 (Marks: 1)

Which of the following power base is dependent on fear?

chucha :P

Choices:

Coercive power

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Legitimate power

Referent power

Charismatic power

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Human Resource Management (MGT501)

Question: 19 (Marks: 1)

Which one of the following powers is based on identification with a person who has desirable resources or personal traits?

Choices:

- Legitimate power
- Reward power
- Referent power
- Expert power

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Human Resource Management (MGT501)

Question: 20 (Marks: 1)

A situation in which employees are permitted to challenge management's practice without fear of retaliation, this challenge is often referred to as:

Choices:

- Employment-at-will
- Whistle-Blowing
- Statutory right
- Contractual Rights

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Human Resource Management (MGT501)

Question: 21 (Marks: 1)

A discipline procedure that encourages employees to monitor their own behaviors and assume responsibility for their actions is known as:

Choose

- Progressive discipline
- Employment-at-Will
- Whistle Blowing
- Positive discipline

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Human Resource Management (MGT501)

Question: 22 (Marks: 1)

Promoting an employee into new position is an example of:

Choices:

- Vertical job rotation
- Horizontal job rotation
- Assistant to position
- Simulation

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Question: 23 (Marks: 1)

Which one of the following categories of HRD program enable leaders to guide their organizations onto new expectations by being proactive rather than reactive?

Choices:

- Training
- Development
- Education
- Socialization

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Question: 24 (Marks: 1)

A method of career path in which an employee progresses vertically upward in the organization from one specific job to the next is called:

Choices:

- Lateral Skill Path
- Dual-Career Path
- Network Career Path
- Traditional Career Path

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Question: 25 (Marks: 1) Att

Which one of the following career development stages is preparation for work?

Choices:

- Growth stage
- Maintenance stage
- Establishment stage
- Exploration stage

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Human Resource Management (MGT501)

Question: 26 (Marks: 1)

Performance is the function of:

.....

Choices:

Ability, Motivation, Opportunit

.....

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Ability, Reward, Opportunity

.....

Ability, Motivation, Compensation

.....

Ability, Selection, Opportunity

.....

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Human Resource Management (MGT501)

Question: 27 (Marks: 1)

The 360-degree appraisal process:

Choices:

- Diminishes the effect of development in the performance appraisal process
- Provides feedback from a variety of individuals who have knowledge of an employee's performance
- Aids in developing competitive intelligence about competing organizations
- Works best in large organization

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Human Resource Management (MGT501)

Question: 28 (Marks: 1)

A performance appraisal method that focuses on the key behaviors that make the difference between doing a job effectively or ineffectively is known as:

Choices:

- Management by objectives
- Work standards
- Rating scale
- Critical incident

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Question: 29 (Marks: 1)

Good organizational reward systems have all of the following qualities **EXCEPT**:

Choices:

- They are visible and flexible
- They are perceived as equitable
- They are based on seniority
- They are allocated at a relatively low cost

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Human Resource Management (MGT501)

Question: 30 (Marks: 1)

The disadvantage of Point Method for job evaluation is:

Choices:

- Greatest stability
- Complex Method
- Rating scale stay intact
- Unmanageable in large organization

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Human Resource Management (MGT501)

Question: 31 (Marks: 1)

Which one of the following is NOT the alternative of layoffs?

Downsizing

Employment policies

Changes in job design

Pay and benefits policies

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Human Resource Management (MGT501)

Question: 32 (Marks: 1)

The human resource program created to help separated employees to provide assistance in finding a new job is known as:

imp

Choices:

- Downsizing
- Retirements
- Outplacement
- Rightsizing

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Human Resource Management (MGT501)

Question: 33 (Marks: 1)

All of the following are the characteristics of Hot Stove Rule **EXCEPT**:

Choices:

- The result is not consistent
- There is no doubt about the cause and effect
- There was advance communication
- The reaction is immediate

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Human Resource Management (MGT501)

Question: 34 (Marks: 1)

"Long-term, happily married couple" is an example of:

Choices:

- Consistency-based Trust
- Deterrence-based Trust
- Knowledge-based Trust
- Identification-based Trust

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Human Resource Management (MGT501)

Question: 35 (Marks: 1)

The process of influencing an organized group toward accomplishing its goals is known as:

Choices:

- HRM
- Motivation
- Leadership
- Staffing

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Human Resource Management (MGT501)

Question: 36 (Marks: 1) Atte

Performance management systems lead to employee motivation in all of these ways
EXCEPT:

Choices:

- Employee's efforts will lead to satisfactory job performance
- Criteria for measuring work objectives are specified
- Individual value systems are identified
- Work objectives are clarified

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Human Resource Management (MGT501)

Question: 37 (Marks: 1) Attempt

The desire of employees for 'affiliation and acceptance' falls under which one of the following needs?

Choices:

- Physiology need
- Self-actualization
- Social need
- Safety need

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Question: 38 (Marks: 1)

"Turnover" is related to which one of the following symptoms of stress?

Choices:

- Physiological
- Psychological
- Behavioral
- Social

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Human Resource Management (MGT501)

Question: 39 (Marks: 1)

Which of the following leadership theory is based on expectancy theory?

Choices:

- Path-Goal
- Fiedler's Contingency
- Leader-Member Exchange
- Situational Leadership

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Question: 40 (Marks: 1) Atter

Which one of the following employee benefits is **NOT** mandatory (Legally required) for the organizations?

Choices:

- Social Security
- Unemployment Compensation
- Workers' Compensation
- Employee Services

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Human Resource Management (MGT501)

Question: 41 (Marks: 3)

Briefly describe the goals of Performance Management.

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Human Resource Management (MGT501)

Question: 42 (Marks: 3)

Describe the various classifications of rewards.

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Human Resource Management (MGT501)

Question: 43 (Marks: 3)

Why should organization consider suspending employees as a disciplinary measure?

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Question: 44 (Marks: 3)

Identify any three key consequences of behavior which either encourage or discourage people's behavior in the light of Reinforcement Theory.

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Question: 45 (Marks: 3) Attem

In a modern working environment, union activities are decreasing as compared to previous years. State the reasons of union membership decline.

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Human Resource Management (MGT501)

Question: 46 (Marks: 5)

How can conflicts be considered beneficial for the organization?

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Human Resource Management (MGT501)

Question: 47 (Marks: 5)

Describe five disadvantages of Team-Based Pay-for-Performance plans.

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Human Resource Management (MGT501)

Question: 48 (Marks: 5) Atten

What is Transference (learning principle)? Describe three possible transfers training situation.

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Human Resource Management (MGT501)

Question: 49 (Marks: 5)

Which job evaluation method would you recommend for a small Dry Cleaning business that is simple, inexpensive, fast and easy to understand? How it is conducted?

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Human Resource Management (MGT501)

Question: 50 (Marks: 5)

Describe the general guidelines for administering discipline

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