



## MGT501 Midterm MCQs by Waqar Siddhu

Principles of Marketing (Virtual University of Pakistan)

# DOWNLOAD MIDTERM

## PAST PAPERS BY WAQAR SIDDHU

### More in PDF From

### VU Answer

This document is available free of charge on

 **Get All Solutions.**  
Studydrive

Downloaded by Alishba khan (alishbu10@gmail.com)

Impact of individuals' behavior within an organization is studied under:

Answer ( Please select your correct option )

Organizational culture

Organizational norms

Organizational behavior

Organizational rules

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Which of the following term is used to represent the efforts directed towards achieving outcomes?

Answer ( Please select your correct option )

Position

Responsibility

Work

Tasks

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

If the workforce of an organization represents true proportion of the community sectors in all its job classifications, it represents the \_\_\_\_\_ of its affirmative action.

Answer ( Please select your correct option )

Gaps

Effectiveness

Discrepancies

Performance

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

"Management" is concerned with the administration of:

Answer ( Please select your correct option )

Human resource

Financial resource

Physical resource

All of the given options

Which one of the following is NOT the characteristic of a Virtual Team?

Answer ( Please select your correct option )

Lack of nonverbal signals

Limited social contact

Increased social relationship

Ability to overcome time and space constraints

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

HR managers are generally considered as

Answer ( Please select your correct option )

Middle Manager

Functional Manager

Staff Manager

Line Manager

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Organizations started focusing on quality, productivity and efficiency during:

Answer ( Please select your correct option )

Mechanistic period

Legalistic period

Organistic period

Strategic period

Correct Answer Solved By Hadi  
usmanraj20@gmail.com

Downloaded by Alishba Iqbal (aishbu10@gmail.com)

**Made By: Waqar Siddhu**

Opportunities and threats to an organization are considered as:

Answer ( Please select your correct option )

Important factors

Internal factors

Central factors

External factors

Which of the following specifies the relative value of each job in an organization?

Answer ( Please select your correct option )

Job analysis

Job description

Job specification

Job evaluation

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Downloaded by Alishba khan (alishbu10@gmail.com)

**Made By: Waqar Siddhu**

Which of the following method is used to inform employees about the company's job openings?

Answer ( Please select your correct option )

Job publishing

Job declaration

Job posting

Job listing

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Which of the following is a test validation method that determines whether a test measures certain traits that are important in performing a job or not?

Answer ( Please select your correct option )

Concept validity

Criterion validity

Construct validity

Content validity

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Developed countries usually refer to the developing or underdeveloped nations to get the benefit of cheap labor, hiring made on such basis is referred as:

Answer ( Please select your correct option )

Parent-country national

Host-country national

Third-country national

Headquarter national

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Why the structure of human resource department is considered flat in small and medium organizations?

Answer ( Please select your correct option )

The HR functions are performed by the president/manager

Separate sections are often created to perform human resource functions

Each human resource function may have a supervisor & staff

None of the above given options

Correct answer solved by hadi  
Cell No:03228043306  
Email: usmanraj20@gmail.com

because every company have different departments so they have different manager and different supervisor & staff

Which job analysis method is recommended for jobs like janitors, assembly line workers and accounting clerks?

Answer ( Please select your correct option )

Observation

Log/diary

Structured questionnaire

Technical conference

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Which of the following is the MOST important point that should be conveyed to the new hires in orientation?

Answer ( Please select your correct option )

To explain the compensation package of the organization

To share the vision of the organization and clear what is expected from them

To deliver a welcoming address and congratulating to be a part of organization

To give a formal lunch party so that they feel more comfortable

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Last week, Huma spent the morning time in watching Waseem's work. Then, she took Waseem to lunch to talk to him about how to improve his job performance. Huma is the office manager of a local real estate company. Waseem on the other hand is a new real estate agent. What is going on in this scenario?

Answer ( Please select your correct option )

Huma and Waseem are part of a job rotation program

doubt

Huma is coaching Waseem

Huma and Waseem are part of short-term lateral transfer

Huma is giving orientation to Waseem

To increase the group cohesiveness managers have to:

Answer ( Please select your correct option )

Forcefully apply rules & policies

Increase competition with other groups

Encourage mutual participation

Nurture politics within the groups

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Why has workforce diversity altered & broadened the responsibilities of the human resource managers?

Answer ( Please select your correct option )

Laws require quotas for the employment of minority groups

Workers have different needs and hence different compensation packages

Majority of managers are women that's why more emphasis on women workers rights

Workforce diversity is not an issue for the human resource managers

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

Answer ( Please select your correct option )

Stockholder relations

Industrial relations

Personnel relations

Competitor relations

Correct Answer Solved By Hadi

usmanraj20@gmail.com

Downloaded by Alishbadhan (alishbadhan10@gmail.com)

**Made By: Waqar Siddhu**

Ahmed, head of human resource department of a large manufacturing firm, is being sued for not hiring Zia, having physical disability. Which one of the following documents should be used in his company's defense?

Answer ( Please select your correct option )

Job description

Job specification

Job evaluation

Job analysis

All of the following are basic criteria for selecting an applicant, EXCEPT:

Answer ( Please select your correct option )

Educational background of an applicant

Provided references of an applicant

Work experience of an applicant

Skills & abilities of an applicant

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

PTCL had implemented 'golden-handshake scheme' and laid off surplus employees. PTCL is said to be involved in:

Answer ( Please select your correct option )

Restructuring

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Re-engineering

Downsizing

Outsourcing

What could be the reason behind linking HRM with the strategic goals & objectives of an organization?

Answer ( Please select your correct option )

Promote centralization

Foster innovation & flexibility

Support bureaucratic culture

Develop rigid policies

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

For which of the following employees' participation plays a vital role?

Answer ( Please select your correct option )

Enhance goals' complexity

Develop tools for measurable goals

Redefine goals frequently

Ensure goals attainment

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

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?

Answer ( Please select your correct option )

Job fairs

Recent grads

Internship programs

Recruiting sites

Correct Answer Solved By Hadi  
usmanraj20@gmail.com

Downloaded by Alishba Khan (alishbu10@gmail.com)

**Made By: Waqar Siddhu**

Top level managers are said to performing \_\_\_\_\_ roles.

Answer ( Please select your correct option )

Operational

Functional

Tactical

Strategic

Correct Answer Solved By Hadi

This document is available free of charge on

studocu

Downloaded by Alishba khan (alishbu10@gmail.com)

Made By: Waqar Siddhu

Which of the following is categorized as the authority to give orders to subordinates?

Answer ( Please select your correct option )

Functional

Staff

Operational

Line

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Downloaded by Alishba khan (alishbu10@gmail.com)

**Made By: Waqar Siddhu**

Which of the following department is responsible for handling safety & health issues of employees?

Answer ( Please select your correct option )

Marketing department

Finance department

HR department

Procurement department

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Human resource management is a part of management that is concerned with \_\_\_\_\_ dimension.

Answer ( Please select your correct option )

Technology

People

Financial

Asset

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Which of the following is a forecasting technique that involves experimenting a real-world situation through a mathematical model?

Answer ( Please select your correct option )

Simulation

page : 59

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Modeling

Mock-up

Replication

While conducting job analysis the 'Observation Method' is useful when:

Answer ( Please select your correct option )

Job requires more intellectual skills to complete

Job is repetitive in nature

Job is market oriented and requires more data

Job consists of observable physical activity

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

What could be the main reason to perform initial screening of applicants while making employee selection decisions?

Answer ( Please select your correct option )

Get maximum information about applicant

by concept

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Reduce the number of applicants to manageable size

Ensure the authenticity of information provided by an applicant

Contact the provided references for comments about the applicant

Which of the following test is used to measure a candidate's knowledge regarding job duties he/she is supposed to perform in a particular job position?

Answer ( Please select your correct option )

Work knowledge test

Trade knowledge test

Job knowledge test

Position knowledge test

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Which of the following test indicates the person's inclination towards a particular occupation that provides satisfaction to that individual?

Answer ( Please select your correct option )

Vocational interest test

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Cognitive aptitude test

Personality test

Psychomotor abilities test

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

Answer ( Please select your correct option )

Affective component

Cognitive component

Behavioral component

Objective component

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Which of the following can be a possible job activity of an HR manager at corporate level when he/she is engaged in employees' development?

Answer ( Please select your correct option )

Plan job rotation of experienced managers for further training

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Develop company wide Equal Employment Opportunity plan

Apply job evaluation procedures to new job titles

Develop plans for organizational retrenchment

Which of the following role is usually associated with the HR manager in an organization?

Answer ( Please select your correct option )

Top level authority

Line authority

Advisory/staff authority

Supervisory authority

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Which of the given statement reflects the relationship between HRM & Management?

Answer ( Please select your correct option )

Both are same

Management is one aspect of HRM

HRM is one aspect of Management

No relationship exists

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Following are all included in 'Statistical Approach' of forecasting EXCEPT:

Answer ( Please select your correct option )

Trend analysis

Sensitivity analysis

Ratio analysis

Regression analysis

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

The central office of DFA Courier service transfers responsibility and decision making power to the regional offices regarding appointment of staff and giving them budgets and authority to make important decisions. What this process is called?

Answer ( Please select your correct option )

Empowerment



Outsourcing

Enlargement

Restructuring

Which of the following is an authority given to specific person with expertise in a certain area, so that a person can make recommendations to others?

Answer ( Please select your correct option )

Staff authority

Operational authority

Implied authority

Line authority

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

"People working in your organization are more than the actual requirements". Which one of the following strategy you prefer to solve this problem?

Answer ( Please select your correct option )

Recruitment

Training

Layoff

Merger

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

The application form should NOT include questions related to:

Answer ( Please select your correct option )

Background checks

Work history

Abilities to follow directions

Full medical history

Correct answer solved by hadi

Cell No:03228043306

Downloaded by Alishba2107 (alishba10@gmail.com)  
Email: usmanraj20@gmail.com

**Made By: Waqar Siddhu**

Ventilation technicians, plumber or electricians are often required to under go apprenticeship training before they are elevated to master mechanic status. This is an example of:

Answer ( Please select your correct option )

On the job training

Off the job training

Simulation training

Computer based training

Doubht



Job analysis is performed to define:

Answer ( Please select your correct option )

- Organizational rules & policies
- Job description & job duties
- Job description & job specification
- Job specification & job position

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306



Which of the following term describes the unique combination of psychological traits that describes a person's behaviors?

Answer ( Please select your correct option )

Perception

Personality

Attitude

Ability

Correct answer solved by hadi

Cell No:03228043306

Email: usmanraj20@gmail.com



According to the 'Hawthorne Studies' productivity of employees:

Answer ( Please select your correct option )

Increased by increasing light intensity

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Decreased by decreasing light intensity

Increased by observing them

None of the given options

According to which act, pay discrimination on the basis of gender for same position & performance is prohibited?

Answer ( Please select your correct option )

Civil rights

Equal pay

Worker compensation

Age discrimination

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306



\_\_\_\_\_ is an attribute of work teams which results in a level of performance that is greater than the sum of the individual inputs.

Answer ( Please select your correct option )

Synergy

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Enthusiasm

Energy

Initiative

Which of the following is a forecasting method in which requirement is estimated at department level and the information is gradually transmitted to upper level to make future hiring of employees?

Answer ( Please select your correct option )

Top-down approach

Bottom-up approach

Zero-based approach

Employee-based approach

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Which of the following term is referred when everyone scoring a test obtains the same results?

Answer ( Please select your correct option )

Impartiality

Neutrality

Objectivity

Subjectivity

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Which of the following represents relatively a permanent change in behavior of employees?

Answer ( Please select your correct option )

Learning

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Training

Development

Need analysis



Which of the following phase includes the content development of training program?

Answer ( Please select your correct option )

Training evaluation

Training design

Training need analysis

Defining training objectives

Correct Answer Solved By Hadi

usmanraj20@gmail.com

03228043306

Downloaded by Alishba khan (alishbu10@gmail.com)

**Made By: Waqar Siddhu**

The role of human resource manager has changed from reactor and screener to:

Answer ( Please select your correct option )

Change agent and strategic partner

page handouts  
63

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Generalist and controller

Controller and organizer

Proctor and analyzer



Which of the following is the initial source of screening for a person involved in recruitment for the post of Accounting Clerk?

Answer ( Please select your correct option )

Resume or application blank

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

Evaluation of character

Structured interview

Reference checks

Which of the following function involves activities like goal setting, policy making & strategy formulation?

Answer ( Please select your correct option )

Controlling

Planning

Organizing

Leading

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

"Effectiveness" is represented by:

Answer ( Please select your correct option )

Doing things before time

Doing right things at right time

Doing things in minimum time

Doing things with minimum resources

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

A company is hiring new entrants as well as some experienced people for its upcoming project, therefore, it is said to be:

Answer ( Please select your correct option )

- Advancing in technology
- Globalizing its operations
- Responding to frequent changes
- Enhancing workforce diversity



'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 )

HR department

HR executives

HR generalists

HR specialists

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306

All of the following duties are performed by the line authority EXCEPT:

Answer ( Please select your correct option )

Drafting performance standards

Interpreting policies and procedures

Defining employees responsibilities

Assisting employee recruitment process

Correct Answer Solved By Hadi  
usmanraj20@gmail.com  
03228043306



Maria is hired by NJI Insurance Company to find out why so many new employees were leaving within their first six months. Maria is said to be a:

Answer ( Please select your correct option )

HR Executive

HR Generalist

HR Specialist

HR Consultant



The quota system within the Government Sector of Pakistan is a best example of:

Answer ( Please select your correct option )

Equal employment opportunity

HR planning

Litigation process

Affirmative action



Which statement accurately describes the role of job analysis within organizations?

Answer ( Please select your correct option )

Job analysis is performed by senior human resource professionals

Job analysis affects most human resource management activities

I THINK

Job analysis is used to assist only training and development program

Job analysis is developed from the human resource inventory



Which one of the following terms is used to demonstrate typing speed in excess of 100 to 120 words per minute, required for the vacancy of clerk?

Answer ( Please select your correct option )

Job description

Job specification

Skills inventory

not sure

Performance appraisal

Friendships can over emphasize the job performance competence while recruitment through:

Answer ( Please select your correct option )

Employee referral

right ....check must

Employment agency

Head hunter

Recruiting professional

Which of the following statement represents the process of orientation within the organization?

Answer ( Please select your correct option )

Board of governors, sharing the disciplinary actions

Human resource department, explaining organizational policies and employee benefits

Entry-level employees, introducing the organizational vision, mission, rules and regulations

check

New employee, familiarizing with the office environment on their own