

Question No : 1 of 27

Marks: 1 (Budgeted Time 1 Min)

Which of the following is defined as a way of looking at life, a way of thinking, feeling or behaving?

Answer ( Please select your correct option )

- ☐ Value
- ☐ Attitude
- ☐ Behavior
- ☐ Mood

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Question No : 2 of 27

Marks: 1 (Budgeted Time 1 Min)

\_\_\_\_\_ are the preferences concerning the ends to be achieved.

Answer ( Please select your correct option )

- ☐ Terminal values
- ☐ Instrumental values
- ☐ Theoretical values
- ☐ Social values

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Question No : 3 of 27

Marks: 1 (Budgeted Time 1 Min)

People who have difficulty in expressing their emotions and understanding the emotions of others suffer from which psychological disorder?

Answer ( Please select your correct option )

- ☐ Alexithymia
- ☐ Amnesia
- ☐ dyslexia
- ☐ Anorexia

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Question No : 4 of 27

Marks: 1 (Budgeted Time 1 Min)

Which of the following is an external factor that influences the perceptual process?

Answer ( Please select your correct option )

- ☐ Motivation
- ☐ Learning
- ☐ Contrast
- ☐ Personality

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Question No : 5 of 27

Marks: 1 (Budgeted Time 1 Min)

Which of the following are all forms of variable-pay programs?

Answer ( Please select your correct option )

- ☐ Wage incentive plans, flextime, piece-rate
- ☐ Piece-rate, wage incentive plans, gain sharing
- ☐ Profit-sharing, lump-sum bonuses, extended vacations
- ☐ Retirement benefits, extended vacations, flextime

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Question No : 6 of 27

Marks: 1 (Budgeted Time 1 Min)

How is gainsharing an improvement on profit sharing?

Answer ( Please select your correct option )

- ☐ It focuses on productivity gains rather than profits
- ☐ It rewards specific behaviors
- ☐ It does not distribute profits, only gains in profits
- ☐ It rewards behaviors that are less influenced by external factors

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Question No : 7 of 27

Marks: 1 (Budgeted Time 1 Min)

A \_\_\_\_\_ is a temporary cross-functional team.

Answer ( Please select your correct option )

☐ Quality circle

☐ Work group

☐ Task force

☐ TQM group

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Question No : 8 of 27

Marks: 1 (Budgeted Time 1 Min)

If a leader's main concern is accomplishing his/her group's tasks, the University of Michigan studies label this leader as:

Answer ( Please select your correct option )

☐ Production-oriented

☐ Laissez-faire

☐ Consideration-oriented

☐ Employee-oriented

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Question No : 9 of 27

Marks: 1 (Budgeted Time 1 Min)

Which of the following is right about the encoding step in the communication process?

Answer ( Please select your correct option )

☐ It is difficult for receiver to understand

☐ It involves converting the idea into message

☐ It follows the transmission of the message to receiver

☐ It is not necessary for verbal communication

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Question No : 10 of 27

Marks: 1 (Budgeted Time 1 Min)

Which of the following is the greatest value of feedback?

Answer ( Please select your correct option )

- ☐ It is not necessary in written communication
- ☐ It improves communication by reducing the chance of misunderstandings
- ☐ It allows further discussions between the sender and receiver
- ☐ It forces the sender to think twice about what is communicated

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Question No : 11 of 27

Marks: 1 (Budgeted Time 1 Min)

Which of the following is the set of activities that involve the alteration of specific job or its part in order to enhance employees' productivity?

Answer ( Please select your correct option )

- ☐ Job specification
- ☐ Job sharing
- ☐ Job design
- ☐ Job worth

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Question No : 12 of 27

Marks: 1 (Budgeted Time 1 Min)

Mr. Hussain is a salesperson. He remembers the names of his customers easily because he is able to retain and recall past experience. He is able in which of the following dimensions of intellectual ability?

Answer ( Please select your correct option )

- ☐ Memory
- ☐ Number Aptitude
- ☐ Deductive Reasoning
- ☐ Perceptual speed

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Question No : 13 of 27

Marks: 1 (Budgeted Time 1 Min)

Faizan, a supervisor, has to choose between two different suggestions offered by employees about work schedule. Which one of the following abilities will be most suitable for Faizan?

Answer ( Please select your correct option )

- ☐ Verbal comprehension
- ☐ Spatial visualization
- ☐ Intellectual ability
- ☐ Physical ability

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Question No : 14 of 27

Marks: 1 (Budgeted Time 1 Min)

The suspension of a construction employee for one day without pay for not wearing hard hat when instructed strictly, is an example of which of the following method of shaping behavior?

Answer ( Please select your correct option )

- ☐ Negative reinforcement
- ☐ Punishment
- ☐ Extinction
- ☐ Positive reinforcement

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Question No : 15 of 27

Marks: 1 (Budgeted Time 1 Min)

Which level of Maslow's hierarchy of needs deals with satisfying one's need for food, shelter and cloth?

Answer ( Please select your correct option )

- ☐ Physiological
- ☐ Social
- ☐ Esteem
- ☐ Safety

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Question No : 16 of 27

Marks: 1 (Budgeted Time 1 Min)

The goals set by the manager of DBT Corporation are always accepted by his subordinates as whenever a person achieves his goal, manager compensates him in the form of increased salary, promotion or bonuses. He is using which of the following strategy for the enhancement of goal acceptance?

Answer ( Please select your correct option )

- ☐ Reward
- ☐ Participation
- ☐ Supportiveness
- ☐ Feedback

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Question No : 17 of 27

Marks: 1 (Budgeted Time 1 Min)

What result does groupshift have on the decisions a group makes?

Answer ( Please select your correct option )

- ☐ They are more effective
- ☐ They are generally riskier
- ☐ They are more innovative
- ☐ They are objectively incorrect

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Question No : 18 of 27

Marks: 1 (Budgeted Time 1 Min)

Which of the following communication network is best illustrated by an unstructured committee?

Answer ( Please select your correct option )

- ☐ Vertical
- ☐ Wheel
- ☐ All-channel
- ☐ Chain

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Question No : 19 of 27

Marks: 1 (Budgeted Time 1 Min)

Which of the following statements concerning job tenure is NOT true?

Answer ( Please select your correct option )

- ☐ Job tenure appears to be a good predictor of employee productivity
- ☐ Job tenure and satisfaction are positively related
- ☐ Job tenure is not a good variable in explaining turnover
- ☐ Job tenure and absence are negatively related

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Question No : 20 of 27

Marks: 1 (Budgeted Time 1 Min)

Mr. Waqas has been working in an organization for the last 5 years. He is highly committed and has very strong attachment with the organization. Which of the following term depicts his behavior properly?

Answer ( Please select your correct option )

- ☐ Job involvement
- ☐ Organizational commitment
- ☐ Job satisfaction
- ☐ Job identification

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Question No : 21 of 27

Marks: 1 (Budgeted Time 1 Min)

The degree to which people in a country accept that power in institution and organizations is distributed unequally is called:

Answer ( Please select your correct option )

- ☐ Terminal Values
- ☐ Power Distance
- ☐ Fairness
- ☐ Uncertainty Avoidance

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Question No : 22 of 27

Marks: 1 (Budgeted Time 1 Min)

Which of the following is NOT an assumption of Maslow's Hierarchy of Needs theory?

Answer ( Please select your correct option )

- ☐ Once a need is satisfied, its role declines
- ☐ Lower level needs must be satisfied before higher level needs are activated
- ☐ Individuals have same needs
- ☐ Environment influence employee behavior

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Question No : 23 of 27

Marks: 3 (Budgeted Time 6 Min)

Explain different job design strategies that a manager can use to motivate his employees.

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

Rich text editor toolbar with icons for file operations, text formatting, and a text area for the answer.

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Question No : 24 of 27

Marks: 3 (Budgeted Time 6 Min)

Social recognition is a terminal value of a person. What are the possible instrumental values to achieve this terminal value?

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

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Question No : 25 of 27

Marks: 3 (Budgeted Time 6 Min)

What are the different strategies that an organization can adopt to transform its employees from individuals to team players?

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

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Question No : 26 of 27

Marks: 5 (Budgeted Time 10 Min)

How does the size of a group affect its productivity?

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

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Question No : 27 of 27

Marks: 5 (Budgeted Time 10 Min)

Suppose you are HR manager of a Company that has a chain of restaurant all over the Pakistan. At your restaurant every employee is assigned a specific task like one person serves drinks and soups, one person serves the vegetables and one person has the duty of dish washing everyday. Every person has got specialization in his task, however tardiness and absenteeism has increased. Which strategy of job redesign will help the workers to enhance their motivation level? Give logical reasons to support your answer.

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

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