



Grand Quiz Spring 2021

Subject Code MGT501 lecture 1 to 22

Solved by Riz Mughal

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I'm providing 100% correct quiz solution. You can visit my YouTube channel and get more information about all other subjects' quizzes and final year project (CS619).



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<https://www.facebook.com/groups/923887914750307>



<https://www.youtube.com/channel/UCINsFwDiB62SValCcPDZbRQ/playlists>

RIZ MUGHAL (SQA ENGINEER)



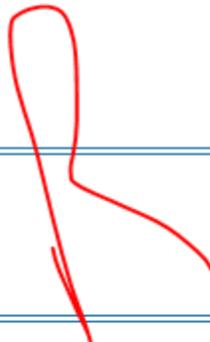
RIZ MUGHAL (SQA ENGINEER)

Question # 1 of 30 (Start time: 09:19:14 AM, 24 June 2021)

All of the following are reasons to understand the importance of legal environment except _____.

Select the correct option

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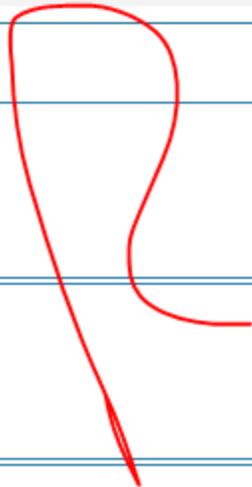
- | | |
|----------------------------------|---|
| <input type="radio"/> | To limit potential liability |
| <input checked="" type="radio"/> | To promote employment discrimination |
| <input type="radio"/> | To realize the limitations of HR and legal departments is necessary |
| <input type="radio"/> | To comply with the law is the right thing to do. |
- 

Question # 2 of 30 (Start time: 09:19:38 AM, 24 June 2021)

Tot

For the survival and prosperity of organization HRM policies and practices must be harmonize with.....

Select the correct option

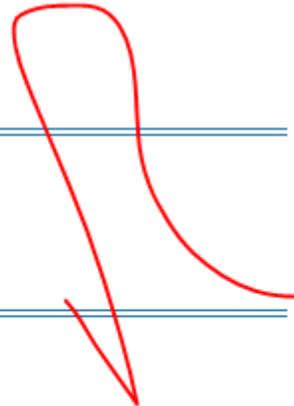
- | | |
|----------------------------------|-----------------------|
| <input type="radio"/> | Departmental strategy |
| <input type="radio"/> | Growth strategy |
| <input checked="" type="radio"/> | Corporate strategy |
| <input type="radio"/> | Functional strategy |
- 

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Question # 3 of 30 (Start time: 09:20:23 AM, 24 June 2021)

The main source of innovation is:

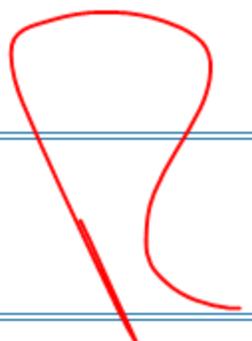
Select the correct option

- | | |
|----------------------------------|------------------------|
| <input type="radio"/> | Competitors' pressure |
| <input checked="" type="radio"/> | Human mind |
| <input type="radio"/> | Research & Development |
| <input type="radio"/> | Upgraded technology |
- 

Question # 4 of 30 (Start time: 09:20:38 AM, 24 June 2021)

All of the following are challenges of managing HR in present era except.....

Select the correct option

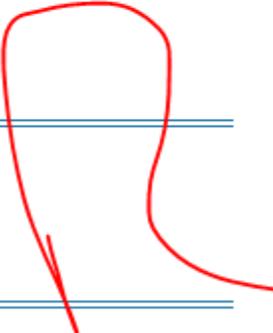
- | | |
|----------------------------------|-----------------------|
| <input type="radio"/> | To motivate employees |
| <input type="radio"/> | To attract people |
| <input checked="" type="radio"/> | To promote products |
| <input type="radio"/> | To develop people |
- 

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Question # 5 of 30 (Start time: 09:20:51 AM, 24 June 2021)

The major advantage of HRIS is:

Select the correct option

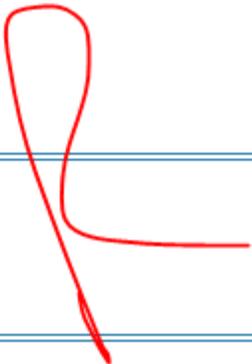
- | | |
|----------------------------------|--------------------------------|
| <input type="radio"/> | New filing system |
| <input type="radio"/> | Enhance employees' involvement |
| <input type="radio"/> | Involvement of computers |
| <input checked="" type="radio"/> | Reduce administrative costs |
- 

Question # 6 of 30 (Start time: 09:21:05 AM, 24 June 2021)

To

Personnel management concentrated more on the employee's welfare whereas Human resource management is concerned about.....

Select the correct option

- | | |
|----------------------------------|-----------------------|
| <input checked="" type="radio"/> | Management of people |
| <input type="radio"/> | Cost of hiring people |
| <input type="radio"/> | Skills of people |
| <input type="radio"/> | Health of people |
- 

Question # 7 of 30 (Start time: 09:21:34 AM, 24 June 2021)

Identification of required safety equipment for a particular job is the result of _____.

Select the correct option

- | | |
|----------------------------------|-------------------|
| <input type="radio"/> | Job Specification |
| <input type="radio"/> | Job Evaluation |
| <input checked="" type="radio"/> | Job description |
| <input type="radio"/> | Job Summary |

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Question # 8 of 30 (Start time: 09:22:04 AM, 24 June 2021)

Human resource management considers organization as:

Select the correct option

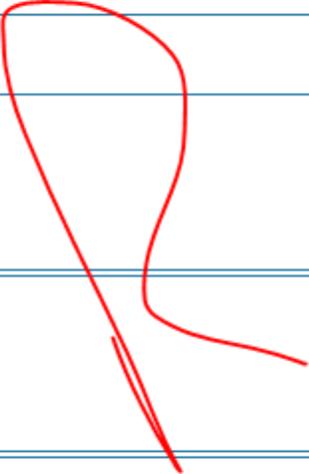
- | | |
|----------------------------------|----------|
| <input type="radio"/> | Entity |
| <input type="radio"/> | Staffing |
| <input checked="" type="radio"/> | Process |
| <input type="radio"/> | Person |

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Question # 9 of 30 (Start time: 09:22:18 AM, 24 June 2021)

Successful organizations primarily concern with the:

Select the correct option

- | | |
|----------------------------------|-------------------|
| <input type="radio"/> | Inventory |
| <input type="radio"/> | Communication |
| <input type="radio"/> | Production |
| <input checked="" type="radio"/> | Skillful manpower |
- 

Question # 10 of 30 (Start time: 09:22:33 AM, 24 June 2021)

Which one is true statement about groups?

Select the correct option

- | | |
|----------------------------------|---|
| <input type="radio"/> | A group is like a team. |
| <input type="radio"/> | Team and groups are same. |
| <input type="radio"/> | A group is always a team. |
| <input checked="" type="radio"/> | A group in itself does not necessarily constitute a team. |
- 

Question # 11 of 30 (Start time: 09:22:59 AM, 24 June 2021)

Total Marks

Which one of the following departments performs the function of matching organizational needs with the skills & abilities of the employees?

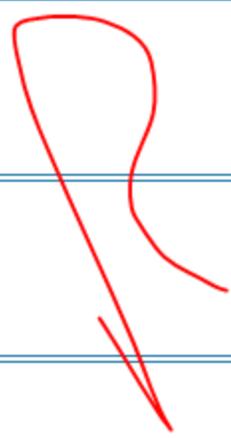
Select the correct option

- | | |
|----------------------------------|----------------|
| <input type="radio"/> | Production |
| <input type="radio"/> | Marketing |
| <input checked="" type="radio"/> | Human Resource |
| <input type="radio"/> | Finance |

Question # 12 of 30 (Start time: 09:23:13 AM, 24 June 2021)

Which of the following is a reason for growing importance of HRM?

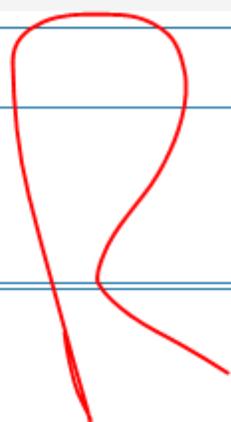
Select the correct option

- | | |
|----------------------------------|---|
| <input type="radio"/> | Effective disbursement of finances to each department. |
| <input type="radio"/> | Increase in demand of products |
| <input type="radio"/> | Establishment of supply chain networks |
| <input checked="" type="radio"/> | Success depends on people's skills, knowledge and abilities |
- 

Question # 13 of 30 (Start time: 09:23:41 AM, 24 June 2021)

Which of the following managers are responsible for accomplishing the organization's basic goals?

Select the correct option

- | | |
|----------------------------------|--------------------|
| <input checked="" type="radio"/> | Line managers |
| <input type="radio"/> | Tactical managers |
| <input type="radio"/> | Strategic managers |
| <input type="radio"/> | Staff managers |
- 

Question # 14 of 30 (Start time: 09:23:58 AM, 24 June 2021)

The process by which people acquire skills and abilities required to perform present jobs, is known as:

Select the correct option

<input type="radio"/>	Need analysis
<input type="radio"/>	Development
<input checked="" type="radio"/>	Training
<input type="radio"/>	Learning

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Question # 15 of 30 (Start time: 09:24:13 AM, 24 June 2021)

Which of the following is NOT a function of management?

Select the correct option

- | | |
|----------------------------------|-------------|
| <input type="radio"/> | Planning |
| <input type="radio"/> | Organizing |
| <input checked="" type="radio"/> | Politics |
| <input type="radio"/> | Controlling |

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Question # 16 of 30 (Start time: 09:24:28 AM, 24 June 2021)

Socialization is the process of

Select the correct option

- | | |
|----------------------------------|-------------------------------|
| <input type="radio"/> | Communication and cooperation |
| <input type="radio"/> | Planning and developing |
| <input checked="" type="radio"/> | Learning and adjustment |
| <input type="radio"/> | Negotiation and settlement |

Question # 17 of 30 (Start time: 09:24:43 AM, 24 June 2021)

Total Ma

The stage where employee finds a gap between its expectations and reality and shocks at possible dichotomy during socialization process is considered as

Select the correct option

<input checked="" type="radio"/>	Encounter stage
<input type="radio"/>	Metamorphosis stage
<input type="radio"/>	Pre-arrival stage
<input type="radio"/>	None of above



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Question # 18 of 30 (Start time: 09:24:59 AM, 24 June 2021)

An identifiable work activity composed of motion.....

Select the correct option

<input type="radio"/>	Job
<input checked="" type="radio"/>	Task
<input type="radio"/>	All of the above
<input type="radio"/>	Duty

Question # 19 of 30 (Start time: 09:25:15 AM, 24 June 2021)

Total Marks:

Today's organizations are providing career opportunities to person with disabilities and designing their HR policies accordingly in order to.....

Select the correct option

- Increase awareness about disability
- Support diversity
- Restrict diversity
- Encourage disable persons

Question # 20 of 30 (Start time: 09:25:29 AM, 24 June 2021)

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

Select the correct option

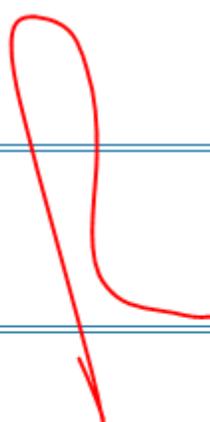
- | | |
|----------------------------------|-----------------------|
| <input type="radio"/> | Marketing workforce |
| <input type="radio"/> | Homogeneous workforce |
| <input checked="" type="radio"/> | Diverse workforce |
| <input type="radio"/> | Trained workforce |

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Question # 21 of 30 (Start time: 09:25:45 AM, 24 June 2021)

Which of the following statement best defines the 'Selection' process?

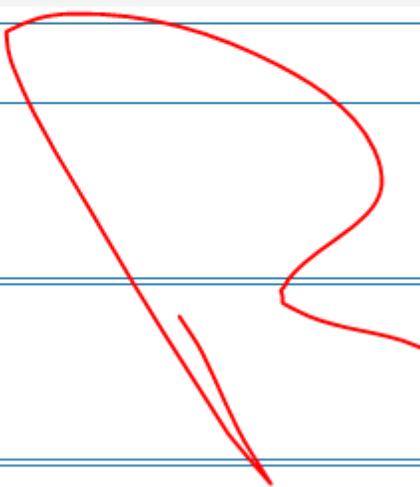
Select the correct option

- | | |
|----------------------------------|---|
| <input checked="" type="radio"/> | Making a "hire" or "no hire" decisions |
| <input type="radio"/> | Discovering potential job candidates |
| <input type="radio"/> | Estimating the available supply of workforce |
| <input type="radio"/> | Forecasting the workforce demand in an organization |
- 

Question # 22 of 30 (Start time: 09:25:59 AM, 24 June 2021)

The process of organizing and interpreting sensory impressions in order to give meaning to the environment is called

Select the correct option

- | | |
|----------------------------------|------------|
| <input type="radio"/> | Opinion |
| <input checked="" type="radio"/> | Perception |
| <input type="radio"/> | Behavior |
| <input type="radio"/> | Attitude |
- 

Question # 23 of 30 (Start time: 09:26:14 AM, 24 June 2021)

The training requirements are least important in:

Select the correct option

- | | |
|----------------------------------|---|
| <input type="radio"/> | An organization that is organic and responsive to change |
| <input type="radio"/> | An organization that is switching its manual work to computerized |
| <input checked="" type="radio"/> | An organization with routine working operation |
| <input type="radio"/> | An organization that is entering in the global market |

Question # 24 of 30 (Start time: 09:26:30 AM, 24 June 2021)

Which of the following is NOT a goal of HRM?

Select the correct option

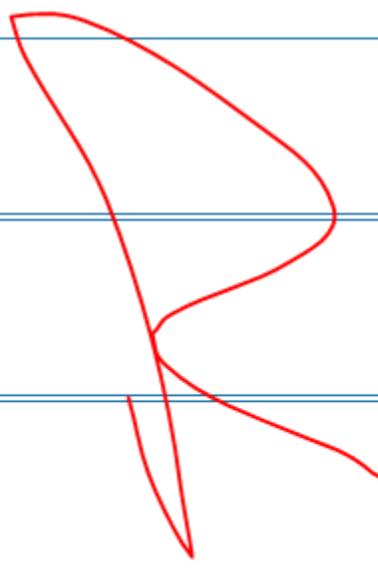
- | | |
|----------------------------------|--|
| <input type="radio"/> | Creation of a flexible environment that can easily adopt change |
| <input checked="" type="radio"/> | To ensure proper delivery of products |
| <input type="radio"/> | Integration of HRM with the corporate strategy of the organization |
| <input type="radio"/> | Producing the desired human behavior that helps to achieve the organizations goals |

Question # 25 of 30 (Start time: 09:26:44 AM, 24 June 2021)

Total Ma

Productivity of an organization or Individual can be derived from which of the following formulas?

Select the correct option

- | | |
|----------------------------------|----------------------------|
| <input checked="" type="radio"/> | Effectiveness x Efficiency |
| <input type="radio"/> | Effectiveness / Efficiency |
| <input type="radio"/> | Effectiveness - Efficiency |
| <input type="radio"/> | Effectiveness + Efficiency |
- 

Question # 26 of 30 (Start time: 09:26:58 AM, 24 June 2021)

The ability to think about abstract and complex situations is referred as:

Select the correct option

- | | |
|----------------------------------|---------------------|
| <input type="radio"/> | Interpersonal skill |
| <input type="radio"/> | Technical skill |
| <input type="radio"/> | Mechanical skill |
| <input checked="" type="radio"/> | Conceptual skill |
- 

Question # 27 of 30 (Start time: 09:27:12 AM, 24 June 2021)

Tot

Which of the following source can be used to ensure the authentication of the information provided by the job applicant?

Select the correct option

- | | |
|----------------------------------|------------------|
| <input type="radio"/> | Application form |
| <input type="radio"/> | Credit history |
| <input checked="" type="radio"/> | Reference check |
| <input type="radio"/> | Criminal record |

Question # 28 of 30 (Start time: 09:27:26 AM, 24 June 2021)

Total Marks:

As a manager of ABC Company Tahir planned to expand the existing product line of the company. Which of the following management function he will perform next to assemble the required resources.

Select the correct option

- | | |
|----------------------------------|-------------|
| <input type="radio"/> | Planning |
| <input checked="" type="radio"/> | Organizing |
| <input type="radio"/> | Controlling |
| <input type="radio"/> | Leading |
- 

Question # 29 of 30 (Start time: 09:27:41 AM, 24 June 2021)

Total

Which one of the following Managers is termed as the "right arm of the top executive"?

Select the correct option

- | | |
|----------------------------------|---------------------|
| <input type="radio"/> | Staff Manager |
| <input type="radio"/> | Operational Manager |
| <input type="radio"/> | Line Manager |
| <input checked="" type="radio"/> | Personnel Manager |
- 

Question # 30 of 30 (Start time: 09:27:55 AM, 24 June 2021)

Which of the following statement describes the cognitive component of the attitude

Select the correct option

- | | |
|----------------------------------|---|
| <input type="radio"/> | Emotions and feelings of an individual |
| <input checked="" type="radio"/> | Knowledge possessed by a person |
| <input type="radio"/> | Mental and physical abilities of a person |
| <input type="radio"/> | Intention to behave in a certain way |
- 

Riz Mughal

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