

RIZ MUGHAL

QUIZ MASTER

Grand Quiz(MGT501)

100% correct solution.

For more information you can visit my channel and for any type of help related to CS619 you can contact me.



YOUTUBE CHANNEL:

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

FACEBOOK GROUP:

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

MGT501:Grand Quiz

Question # 1 of 30 (Start time: 11:19:15 AM, 31 December 2020)

Usage of multiple sources of recruitment will likely to result in form of

Select the correct option

Hiring mistake

Hiring of best candidate

Creating large pool of potential candidates

None of above

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Question # 2 of 30 (Start time: 11:19:35 AM, 31 December 2020)

Which of the following is not a benefit of legal compliance?

Select the correct option

- | | |
|----------------------------------|---|
| <input type="radio"/> | Can be a source of competitive advantage |
| <input type="radio"/> | Can limit the extent of liability |
| <input type="radio"/> | Can be a source to enhance company reputation |
| <input checked="" type="radio"/> | Complexity of laws |

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Question # 3 of 30 (Start time: 11:19:52 AM, 31 December 2020)

Which of the following is not necessary to turn individuals into team players?

Select the correct option

<input type="radio"/>	Selection
<input type="radio"/>	Training
<input type="radio"/>	Rewards
<input checked="" type="radio"/>	Cross functional teams

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Question # 4 of 30 (Start time: 11:20:07 AM, 31 December 2020)

Total Marks: 1

ABS Company is facing the problem of shortage of workers during boom in industry and they want to increase the number of the highly qualified people in their workforce. Which technique will be helpful for solving the workforce shortage problem?

Select the correct option

- | | | |
|----------------------------------|----------------------------------|----|
| <input type="radio"/> | Lowering of employment standards | // |
| <input checked="" type="radio"/> | Creative Recruiting | // |
| <input type="radio"/> | Restricted Hiring | // |
| <input type="radio"/> | Reduced Hours | // |

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Question # 5 of 30 (Start time: 11:20:25 AM, 31 December 2020)

Which one is true statement about groups?

Select the correct option

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

Question # 6 of 30 (Start time: 11:20:39 AM, 31 December 2020)

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

Select the correct option

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

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Question # 7 of 30 (Start time: 11:20:55 AM, 31 December 2020)

Which of the following is not a data collection method for collecting job analysis information?

Select the correct option

- | | |
|----------------------------------|-------------------|
| <input type="radio"/> | Questionnaire |
| <input type="radio"/> | Observation |
| <input type="radio"/> | Participant diary |
| <input checked="" type="radio"/> | Position analysis |

Question # 8 of 30 (Start time: 11:21:10 AM, 31 December 2020)

To manage a multicultural workforce an organization needs to be flexible, here the term "flexible" is used for

Select the correct option

- | | |
|----------------------------------|--|
| <input type="radio"/> | Stable structure with restricted policies and procedures |
| <input checked="" type="radio"/> | Corporate culture that support different styles and approaches |
| <input type="radio"/> | Closed structure that resist flow of information. |
| <input type="radio"/> | All of the above |

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Question # 9 of 30 (Start time: 11:21:26 AM, 31 December 2020)

Human resource management considers organization as:

Select the correct option

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

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Question # 10 of 30 (Start time: 11:21:40 AM, 31 December 2020)

Which one of the following is a major concern of Human Resource Planning process?

Select the correct option

- | | |
|----------------------------------|---|
| <input type="radio"/> | Getting the right people at right place |
| <input type="radio"/> | Fulfilling the vacant positions |
| <input type="radio"/> | Considering the time demands |
| <input checked="" type="radio"/> | All of the given options |

Question # 11 of 30 (Start time: 11:21:53 AM, 31 December 2020)

Total Marks: 1

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?

Select the correct option

- | | |
|----------------------------------|-------------------------|
| <input type="radio"/> | Top-down approach |
| <input checked="" type="radio"/> | Bottom-up approach |
| <input type="radio"/> | Zero-based approach |
| <input type="radio"/> | Employee-based approach |

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Question # 12 of 30 (Start time: 11:22:11 AM, 31 December 2020)

While designing the selection process and planning the interview, one should take due care of _____.

Select the correct option

- Interviewee's personality
- Fellow board members
- Job description & Job specification
- Working environment

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Question # 13 of 30 (Start time: 11:22:25 AM, 31 December 2020)

Which of the following components of attitude can be expressed by the term "My pay is low"?

Select the correct option

- Cognitive
- Affective
- Behavioral
- Environmental

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Question # 14 of 30 (Start time: 11:22:41 AM, 31 December 2020)

The Manager who develops the mission and goals for an organization is known as:

Select the correct option

- | | |
|----------------------------------|---------------------|
| <input type="radio"/> | Tactical Manager |
| <input checked="" type="radio"/> | Strategic Manager |
| <input type="radio"/> | Operational Manager |
| <input type="radio"/> | Staff Manager |

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Question # 15 of 30 (Start time: 11:23:04 AM, 31 December 2020)

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

Question # 16 of 30 (Start time: 11:23:21 AM, 31 December 2020)

Total Marks

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

Select the correct option

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

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Question # 17 of 30 (Start time: 11:23:36 AM, 31 December 2020)

A selection process involve making the fit between.....

Select the correct option

- | | |
|----------------------------------|---|
| <input type="radio"/> | Applicant's competencies and organization goals |
| <input checked="" type="radio"/> | Applicant's competencies and particular job |
| <input type="radio"/> | Applicant's personality and organization goals |
| <input type="radio"/> | Applicant's personality and particular job |

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Question # 18 of 30 (Start time: 11:23:49 AM, 31 December 2020)

Total Marks: 1

Retention, development, motivation and attraction are various challenges of managing HR in present era. Select the correct order of these activities for a new organization.

Select the correct option

- | | | |
|----------------------------------|---|----|
| <input type="radio"/> | Retention, motivation, attraction and development | // |
| <input checked="" type="radio"/> | Attraction, development, motivation and retention | // |
| <input type="radio"/> | Attraction, motivation, retention and development | // |
| <input type="radio"/> | Development, attraction, retention and motivation | // |

Question # 19 of 30 (Start time: 11:24:17 AM, 31 December 2020)

KSA stands for.....

Select the correct option

- Knowledge, system, abilities
- Knowledge, system, application
- Knowledge, skills, abilities
- Knowledge, skills, aptitude

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Question # 20 of 30 (Start time: 11:24:32 AM, 31 December 2020)

Capital, raw material and human resource are combined to form _____

Select the correct option

<input type="radio"/>	Sales
<input type="radio"/>	Capital
<input type="radio"/>	Input
<input checked="" type="radio"/>	Output

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Question # 21 of 30 (Start time: 11:24:45 AM, 31 December 2020)

Which selection tool is considered least by HR managers while hiring an individual?

Select the correct option

<input type="radio"/>	Candidate interviews
<input checked="" type="radio"/>	Reference letters
<input type="radio"/>	Application blanks
<input type="radio"/>	Academic records

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Question # 22 of 30 (Start time: 11:25:01 AM, 31 December 2020)

During the shortage of the workforce organizations should:

Select the correct option

- | | |
|----------------------------------|--|
| <input checked="" type="radio"/> | Intensify their efforts of recruitment |
| <input type="radio"/> | Least focus on recruitment experience |
| <input type="radio"/> | Rely on technology |
| <input type="radio"/> | Hire minimum number of Employees |

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Question # 23 of 30 (Start time: 11:25:14 AM, 31 December 2020)

Which one of the following employees is NOT fall under contingent employees

Select the correct option

- | | |
|----------------------------------|---------------------|
| <input type="radio"/> | Part time employees |
| <input checked="" type="radio"/> | Full time employees |
| <input type="radio"/> | Contractors |
| <input type="radio"/> | Temporary employees |

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Question # 24 of 30 (Start time: 11:25:30 AM, 31 December 2020)

In which method of job analysis there is often no opportunity to clarify the information received?

Select the correct option

- | | |
|----------------------------------|-----------------------------|
| <input type="radio"/> | Individual interview method |
| <input type="radio"/> | Group interview method |
| <input type="radio"/> | Observation method |
| <input checked="" type="radio"/> | Questionnaire method |

Question # 25 of 30 (Start time: 11:25:49 AM, 31 December 2020)

Which of the following statement reflects the 'Age Discrimination in employment Act 1967' for workers?

Select the correct option

- At the age of 40 to 70, workers can not be retired by force
- At the age below 18, workers can never be hired
- Having 10 years of experience, workers should be promoted
- Workers can never be rehired if retired once

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Question # 26 of 30 (Start time: 11:26:06 AM, 31 December 2020)

Total

Ahmad is dissatisfied at work and decided to quit. Which of the following component of attitude is represented in this statement.

Select the correct option

<input type="radio"/>	Cognitive
<input type="radio"/>	Affective
<input checked="" type="radio"/>	Behavioral
<input type="radio"/>	Learning

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Question # 27 of 30 (Start time: 11:26:23 AM, 31 December 202

Who are in charge of accomplishing the organization basic goals?

Select the correct option

- | | |
|----------------------------------|---------------------|
| <input type="radio"/> | Functional managers |
| <input type="radio"/> | Staff managers |
| <input checked="" type="radio"/> | Line managers |
| <input type="radio"/> | All of the above |

Question # 28 of 30 (Start time: 11:26:35 AM, 31 December 2020)

The situation in which several applicants interact in the presence of one or more company representatives.

Select the correct option

- | | |
|----------------------------------|------------------|
| <input type="radio"/> | Board interview |
| <input type="radio"/> | Stress interview |
| <input checked="" type="radio"/> | Group interview |
| <input type="radio"/> | Job previews |

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Question # 29 of 30 (Start time: 11:26:51 AM, 31 December 2020)

A problem faced by the organization due to presence of people having different nationalities is an:

Select the correct option

- | | |
|----------------------------------|--------------------------|
| <input checked="" type="radio"/> | Environmental Challenge |
| <input type="radio"/> | Organizational Challenge |
| <input type="radio"/> | Individual Challenge |
| <input type="radio"/> | Macro challenge |

Question # 30 of 30 (Start time: 11:27:09 AM, 31 December 2020)

Total Ma

Which one of the following analysis provides information about jobs currently being done and the knowledge, skills and abilities that employees need to perform the jobs adequately?

Select the correct option

- | | |
|----------------------------------|----------------------|
| <input type="radio"/> | Performance analysis |
| <input checked="" type="radio"/> | Job analysis |
| <input type="radio"/> | SWOT analysis |
| <input type="radio"/> | PEST analysis |