

## Quiz 2(MGT501)

### Instructions:

Follow the instructions given below carefully before attempting the Quiz.

- This quiz consists of **20 Multiple Choice questions (MCQs)**, each carrying one mark.
- **Due Date** for QUIZ submission is **Tuesday, April 14, 2009**.
- Read questions carefully and select the most appropriate answer for each MCQ.
- Avoid selecting two choices for one MCQ. The double option will be marked **zero**.
- All instructions will be considered while marking, so follow instructions carefully while attempting the quiz.
- **You must attempt the quiz (word document) in the following tabular shape/format.**

<u>Q. No</u>	<u>Selected Option</u>
<b>Q.1</b>	<b>C</b>
<b>Q.2</b>	<b>B</b>
<b>Q.3</b>	<b>A</b>

- Make sure that you upload the solution in **MS Word format** only and
- **According to above mentioned shape (tabular form); otherwise you will be marked zero "0"**.
- Make sure to **upload your solution file on VULMS before the due date/time**.
- If you have any problem with your LMS or uploading then you can send your quiz through e-mail at [mgt501@vu.edu.pk](mailto:mgt501@vu.edu.pk) within due date only.
- No solution will be accepted through e-mail after the due date.
- **No quiz will be accepted through your personal e-mail accounts (e-g. yahoo, hotmail, gmail, etc.)**
- Cheating or copying your solution is strictly prohibited; no credit will be given to copied material.
- **Once you upload the quiz on LMS, it will not be replaced in nay case.**

**BEST OF LUCK**

**Quiz 2:**

- Q1.** Which of the following statement reflects the 'Age Discrimination Act' for workers?
- A. At the age of 40 to 70, workers can not be retired by force
  - B. At the age below 18, workers can never be hired
  - C. Having 10 years of experience, workers should be promoted
  - D. Workers can never be rehired if retired once
- Q2.** Reactive approach to overcome the influence of discriminatory practices occurred in the past is referred as:
- A. Equal employment opportunity
  - B. Affirmative action
  - C. HR planning
  - E. Litigation process
- Q3.** Organizations put maximum effort in measuring performance of organizational people because:
- A. It makes procedures cost effective
  - B. It helps in detecting the problems
  - C. It leads to product innovation
  - D. It assists in implementing new technology
- Q4.** In order to promote unbiased management, organizations should develop:
- A. Powerful union
  - B. Strategic alliance
  - C. Legal compliance
  - D. Stakeholder influence
- Q5.** Following are all included in 'Statistical Approach' of forecasting, **EXCEPT:**
- A. Trend analysis
  - B. Sensitivity analysis
  - C. Ratio analysis
  - D. Regression analysis
- Q6.** Alternative work arrangements include all of the following, **EXCEPT:**
- A. Part-time work
  - B. Flexible hours
  - C. On-site child care
  - D. Job sharing
- Q7.** How often HR planning process is implemented within an organization?
- A. Continuously
  - B. Annually
  - C. Bi-annually
  - D. Quarterly

- Q8.** Which of the following reflects the relationship between MIS & HRIS?
- A. Both are same
  - B. MIS is one aspect of HRIS
  - C. HRIS is one aspect of MIS
  - D. No relationship exists
- Q9.** ‘Strengths’ & ‘Weaknesses’ are \_\_\_\_\_ to an organization.
- A. Important
  - B. Internal
  - C. External
  - D. Central
- Q10.** Which of the following statement best reflects the Job analysis?
- A. Conceptual process
  - B. Written statement
  - C. Recruitment method
  - D. Legal clause
- Q11.** Standards are established to:
- A. Achieve desired outcomes
  - B. Meet legal compliance
  - C. Achieve competitive advantage
  - D. Promote goodwill in market
- Q12.** Which of the following constraint does **NOT** affect the recruiting efforts?
- A. Compensation of the job
  - B. Image of the organization
  - C. Internal organizational policies
  - D. None of the given options
- Q13.** Job evaluation is based on the:
- A. Physical skills required by the job
  - B. Relative job worth for an organization
  - C. Complexity of the job to perform
  - D. Conceptual skill required by the job
- Q14.** Who is in the best position to observe and evaluate an employee’s performance for the purposes of a performance appraisal?
- A. Peers
  - B. Customers
  - C. Top management
  - D. Immediate supervisor

- Q15.** Which of the following is a stated outcome of 'Job Analysis'?
- A. Job description
  - B. Job specification
  - C. Job evaluation
  - D. All of the given options
- Q16.** Which of the following term is used as an indicator of missing information by the applicant while making selection decision?
- A. Red flag
  - B. Red alert
  - C. High alert
  - D. Alarming situation
- Q17.** Which of the following best defines recruitment in an organization?
- A. Forecast the supply of outside candidates
  - B. Develop an appropriate applicant pool
  - C. Determine the importance of job applicants
  - D. All of the given options
- Q18.** Which of the following term is used for choosing the individual who is best suited to a particular position and to the organization from a group of potential applicants?
- A. Recruitment
  - B. Staffing
  - C. Enrollment
  - D. Selection
- Q19.** Followings are included in contingent workers, **EXCEPT**:
- A. Part-timers
  - B. Contractors
  - C. Directors
  - D. Temporaries
- Q20.** Which of the following term contains information regarding machines & equipments used at workplace?
- A. Job analysis
  - B. Job specification
  - C. Job description
  - D. Job evaluation

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