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.**

<table>
<thead>
<tr>
<th>Q. No</th>
<th>Selected Option</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q.1</td>
<td>C</td>
</tr>
<tr>
<td>Q.2</td>
<td>B</td>
</tr>
<tr>
<td>Q.3</td>
<td>A</td>
</tr>
</tbody>
</table>

- 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 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
   D. 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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BEST OF LUCK

Spring Semester 2009