



Virtual University

About Us

MGT501  
Solved Final Term Paper 2

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Year  
2017

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[WWW.VirtualAcademyLive.com](http://WWW.VirtualAcademyLive.com)

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

In the Name of Allāh, the Most Gracious, the Most Merciful

### Paper Pattern

MCQS 40 each 1 mark  
Short 4 each 2 marks  
Short 4 each 3 marks  
long 4 each 5 marks

Question No : 1 of 60

Marks: 1 (Budgeted Time 1 Min)

Organizational Behavior is a study of investigating the impact of:

Answer ( Please select your correct option )

[WWW.VirtualAcademyLive.com](http://WWW.VirtualAcademyLive.com)

☐

Employees' behavior in an organization

**correct**

☐

Societal behavior on an organization

☐

Country's culture on an organization

☐

Country's economy on an organization

**Made by: Waqar Siddhu**

Question No : 2 of 60

Marks: 1 (Budgeted Time 1 Min)

For which of the following employees' participation plays a vital role?

Answer ( Please select your correct option )

[WWW.VirtualAcademyLive.com](http://WWW.VirtualAcademyLive.com)

☐

Enhance goals' complexity

☐

Develop tools for measurable goals

**correct**

☐

Redefine goals frequently

☐

Ensure goals attainment

**Made by: Waqar Siddhu**



Question No : 3 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following process leads towards the Organization's strategy?

Answer ( Please select your correct option )

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☐ Organizing

correct

not confirm

☐ Controlling

☐ Planning

☐ Leading

Made by: Waqar Siddhu

Question No : 4 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the given solution served as the best one for reducing the problem of central tendency in performance appraisals?

Answer ( Please select your correct option )

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☐ Rank employees

☐ Train supervisors to avoid it

correct

☐ Impose a distribution for performance

☐ Consider the purpose of the appraisal

Made by: Waqar Siddhu

Question No : 5 of 60

Marks: 1 (Budgeted Time 1 Min)

As an HR manager you have collected and reviewed the information\data related to a particular job, while conducting the job analysis. What will be your next step in this situation?

Answer ( Please select your correct option )

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☐ Maintaining and updating the jobs

☐ Identify objectives of job analysis

correct

☐ Identify the job to be analyzed

☐ Draft job description & job specification

Made by: Waqar Siddhu



Question No : 6 of 60

Marks: 1 (Budgeted Time 1 Min)

According to which of the following interview type, several applicants are being interviewed by one or more company representatives?

Answer ( Please select your correct option )

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☐ One-to-one interview

☐ Panel interview

correct

☐ Group interview

☐ Stress interview

Made by: Waqar Siddhu

Question No : 7 of 60

Marks: 1 (Budgeted Time 1 Min)

A practice used by different companies to reduce costs by transferring portions of work to outside provider rather than completing it internally is termed as:

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☐ Planning

☐ Decentralization

☐ Restructuring

☐ Outsourcing

correct

Made by: Waqar Siddhu

Question No : 8 of 60

Marks: 1 (Budgeted Time 1 Min)

For the selection of pilot, PIA's management took the written test based on the understanding & application of aeronautical engineering; under which category this test will fall?

Answer ( Please select your correct option )

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☐ Reliable test

correct

☐ Content-valid test

☐ Combination-valid test

☐ Face-valid test

Made by: Waqar Siddhu



Question No : 9 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the given objective is mainly focused during pre-retirement educational programs?

Answer ( Please select your correct option )

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- ☐ Improve job satisfaction among senior staff
- ☐ Enhance employee performances through such concerns
- ☐ Prepare employees for their upcoming retired life
- ☐ Minimize medical claims from retirees

correct

Made by: Waqar Siddhu

Question No : 10 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following depicts today's major barrier to career advancement of the working ladies?

Answer ( Please select your correct option )

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- ☐ Top management is usually male oriented
- ☐ Lack of educational opportunities for women
- ☐ Common perception that woman can never be a better boss
- ☐ Difficulty in balancing the work and family life

correct

Made by: Waqar Siddhu

Question No : 11 of 60

Marks: 1 (Budgeted Time 1 Min)

Under which of the following methods of jobs evaluation, jobs are arranged in an order?

Answer ( Please select your correct option )

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- ☐ Ranking method
- ☐ Classification method
- ☐ Factor comparison method
- ☐ Point factor method

correct

Made by: Waqar Siddhu



Question No : 12 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following performance appraisal method is worthless, when jobs are entirely different from each other?

Answer ( Please select your correct option )

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- ☐ Ranking method
- ☐ Factor comparison method
- ☐ Classification method
- ☐ Point factor method

correct

Made by: Waqar Siddhu

Question No : 13 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following pay category depicts the increase in salary, the firm awards to an individual employee based on his or her individual performance?

Answer ( Please select your correct option )

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- ☐ Merit pay
- ☐ Variable pay
- ☐ Piecework pay
- ☐ Job-based pay

correct

Made by: Waqar Siddhu

Question No : 14 of 60

Marks: 1 (Budgeted Time 1 Min)

For which of the following reason, organizations consider employee benefits important?

Answer ( Please select your correct option )

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- ☐ To attract new blood in the organizations
- ☐ To retain the valuable employees
- ☐ To create good reputation in the market
- ☐ All of the given options

correct

Made by: Waqar Siddhu



Question No : 15 of 60

Marks: 1 (Budgeted Time 1 Min)

The compensation philosophy; "higher pay for higher contribution" is known as:

Answer ( Please select your correct option )

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☐ Competency-based pay

☐ Skilled-base pay

☐ Merit-based pay

**correct**

☐ Seniority-based pay

**Made by: Waqar Siddhu**

Question No : 16 of 60

Marks: 1 (Budgeted Time 1 Min)

If the political behavior is motivated by self-serving interests without taking into account the goals of the organization, the move would be considered as:

Answer ( Please select your correct option )

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☐ Ethical

☐ Neutral

☐ Unethical

**correct**

☐ Intense

**Made by: Waqar Siddhu**

Question No : 17 of 60

Marks: 1 (Budgeted Time 1 Min)

Under a strong union influence, the union members demanded the salary increment as per the rate of increase in inflation. As an HR manager what will be your initial step?

Answer ( Please select your correct option )

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☐ Rejecting the request as it is unnecessary

☐ Approving the demand immediately

☐ Asking union to make a contract

☐ Arranging negotiation to discuss the issue

**correct**

**Made by: Waqar Siddhu**



Question No : 18 of 60

Marks: 1 (Budgeted Time 1 Min)

The physical or psychological condition induced in workers by overwork or overexposure to stress in the workplace, is known as:

Answer ( Please select your correct option )

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☐ Exhaustion

☐ Burnout

**correct**

☐ Collapse

☐ Fatigue

**Made by: Waqar Siddhu**

Question No : 19 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following criteria is said to be essential for an effective communication?

Answer ( Please select your correct option )

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☐ Sender and receiver are using the same code/language

☐ At least two people are involved & willing to communicate

☐ A channel to communicate should be present

☐ All of the given options

**correct**

**Made by: Waqar Siddhu**

Question No : 20 of 60

Marks: 1 (Budgeted Time 1 Min)

\_\_\_\_\_ are always non-citizens of the countries in which they are working.

Answer ( Please select your correct option )

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☐ Expatriates

**correct**

☐ Third country nationals

☐ Home-country nationals

☐ Host-country nationals

**Made by: Waqar Siddhu**



Question No : 21 of 60

Marks: 1 (Budgeted Time 1 Min)

\_\_\_\_\_ is the early return of an expatriate manager to the home country without completion of an overseas assignment.

Answer ( Please select your correct option )

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☐ Culture shock

☐ Expatriate return

☐ Expatriate failure

☐ Repatriation

correct

Made by: Waqar Siddhu

Question No : 22 of 60

Marks: 1 (Budgeted Time 1 Min)

The process of influencing an organized group towards goal accomplishment is called \_\_\_\_\_.

Answer ( Please select your correct option )

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☐ Managing

☐ Leading

☐ Organizing

☐ Planning

correct

Made by: Waqar Siddhu

Question No : 23 of 60

Marks: 1 (Budgeted Time 1 Min)

Usually it is observed that after becoming the team's captain the player's own performance declines. What could be the reason behind it?

Answer ( Please select your correct option )

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☐ Absence of task related knowledge

☐ Lack of high energy level

☐ Imposed on a team by management

☐ Unable to handle extra pressure

correct

Made by: Waqar Siddhu



Question No : 24 of 60

Marks: 1 (Budgeted Time 1 Min)

"Leaders are born not made". Which of the following theory depicts the given statement?

Answer ( Please select your correct option )

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☐ Trait Theory

**correct**

☐ Situational Theory

☐ Behavioral Theory

☐ Motivational Theory

Made by: Waqar Siddhu

Question No : 25 of 60

Marks: 1 (Budgeted Time 1 Min)

Charismatic leaders are those who have the ability to:

Answer ( Please select your correct option )

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☐ Resolve every problem prevailing in the organization

☐ Influence others in a desired manner

**correct**

☐ Command over larger number of employees

☐ Strictly impose the set rules

Made by: Waqar Siddhu

Question No : 26 of 60

Marks: 1 (Budgeted Time 1 Min)

For which of the following reason, union-membership in organizations loses it's importance during recent years?

Answer ( Please select your correct option )

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☐ Legislation protects workers in a better way

**correct**

☐ Unions give advantage to union leaders

☐ Union membership is quite expensive

☐ Companies do not hire union members

Made by: Waqar Siddhu



Question No : 27 of 60

Marks: 1 (Budgeted Time 1 Min)

JJP Enterprise seeks to attract one of its managers to move to Gawadar to manage the working of its subsidiary in Gawadar. The firm will likely need to offer a \_\_\_\_\_ in addition to a manager's base salary.

Answer ( Please select your correct option )

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- ☐ Cost-of-living allowance
- ☐ Bonus
- ☒ Hardship allowance
- ☐ Tax equalization adjustment

**correct**

**Made by: Waqar Siddhu**

Question No : 28 of 60

Marks: 1 (Budgeted Time 1 Min)

A general course of action a person chooses to pursue throughout his or her working life is known as;

Answer ( Please select your correct option )

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- ☐ Job
- ☒ Career
- ☐ Employment
- ☐ Unemployment

**correct**

**Made by: Waqar Siddhu**

Question No : 29 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following views of conflict argues that some conflict is absolutely necessary for a group to perform effectively?

Answer ( Please select your correct option )

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- ☒ Human relations
- ☐ Interactionist
- ☐ Traditional
- ☐ Functional

**correct**

**Made by: Waqar Siddhu**



Question No : 30 of 60

Marks: 1 (Budgeted Time 1 Min)

Which one is the most common industrial action that unions take ?

Answer ( Please select your correct option )

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☐

Unofficial action

☐

Meeting with higher management

☐

Strike action

☐

Absence

correct

Made by: Waqar Siddhu

Question No : 31 of 60

Marks: 1 (Budgeted Time 1 Min)

According to Expectancy theory motivation is a function of three things. Which of the following combination is true?

Answer ( Please select your correct option )

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☐

Existence, instrumentality and valance

☐

Existence, intuition and valance

☐

Expectancy, intuition and valance

☐

Expectancy, instrumentality and valance

correct

Made by: Waqar Siddhu

Question No : 32 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following term can be defined as "A state of mind, desire, energy or interest that translates into action"?

Answer ( Please select your correct option )

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☐

Motivation

☐

Stimuli

☐

Resentment

☐

Conation

correct

Made by: Waqar Siddhu



Question No : 33 of 60

Marks: 1 (Budgeted Time 1 Min)

When personnel departments were perceived as the health and happiness crews?

no idea

Answer ( Please select your correct option )

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☐ Before 1960's

☐ Before 1980's

☐ Before 1990's

☐ Before 2010's

Made by: Waqar Siddhu

Question No : 34 of 60

Marks: 1 (Budgeted Time 1 Min)

Which job analysis method is recommended for jobs like janitors, assembly line workers and accounting clerks?

Answer ( Please select your correct option )

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☐ Observation

☐ Log/diary

☐ Structured questionnaire

☐ Technical conference

correct

Made by: Waqar Siddhu

Question No : 35 of 60

Marks: 1 (Budgeted Time 1 Min)

Following are all included in 'Statistical Approach' of forecasting EXCEPT:

Answer ( Please select your correct option )

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☐ Trend analysis

☐ Sensitivity analysis

correct

☐ Ratio analysis

☐ Regression analysis

Made by: Waqar Siddhu



Question No : 36 of 60

Marks: 1 (Budgeted Time 1 Min)

Political and economic uncertainties are examples of which category of potential sources of stress?

Answer ( Please select your correct option )

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☐ Personal

☒ Environmental

correct

i think

☐ Organizational

☐ Inter-role

Made by: Waqar Siddhu

Question No : 37 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following is NOT a physical symptom of stress?

Answer ( Please select your correct option )

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☐ Headaches

☒ Digestive problem

correct

☐ Frustration

☐ High blood pressure

Made by: Waqar Siddhu

Question No : 38 of 60

Marks: 1 (Budgeted Time 1 Min)

If trait theories of leadership are valid, then which of the following statement is correct?

Answer ( Please select your correct option )

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☐ Leaders are rigid

☐ Leaders are trained

☒ Leaders are born

correct

☐ Leaders are made

Made by: Waqar Siddhu



Question No : 39 of 60

Marks: 1 (Budgeted Time 1 Min)

Which group of employees may also be known as expatriates?

Answer ( Please select your correct option )

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☐ Parent-country nationals

**correct**

☐ Host-country nationals

☐ Third-country nationals

☐ Local-country nationals

**Made by: Waqar Siddhu**

Question No : 40 of 60

Marks: 1 (Budgeted Time 1 Min)

The aspect of organizational culture that an employee can NOT see is:

Answer ( Please select your correct option )

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☐ What motivates people

☐ Tempo of work

☐ Attitude toward authority

**correct**

☐ All of the given options

**Made by: Waqar Siddhu**

Question No : 41 of 60

Marks: 1 (Budgeted Time 1 Min)

A well written employee hand book will provide all of these benefits to the organization Except

Answer ( Please select your correct option )

WWW.VirtualAcademyLive.com

☐ Provide specific guidelines that regulate behavior of individuals

☐ Provide an implied employment contract

**correct**

☐ Provide details about disciplinary actions

☐ Provide a source of information regarding organizational rules and policies

**Made by: Waqar Siddhu**



Question No : 42 of 60

Marks: 1 (Budgeted Time 1 Min)

Organization has legitimacy and rationale configuration that is why it is said to be a/an:

Answer ( Please select your correct option )

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☐ Formal organization

correct

☐ Informal organization

☐ Virtual organization

☐ Learning organization

Made by: Waqar Siddhu

Question No : 43 of 60

Marks: 1 (Budgeted Time 1 Min)

"People working in your organization are more than the actual requirements". Which one of the following strategy you prefer to solve this problem?

Answer ( Please select your correct option )

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☐ Recruitment

correct

☐ Training

☐ Layoff

☐ Merger

Made by: Waqar Siddhu

Question No : 44 of 60

Marks: 1 (Budgeted Time 1 Min)

Part-time workers, temporaries, independent contractors; all fall under which of the given category?

Answer ( Please select your correct option )

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☐ Conditional workers

☐ Transitory workers

☐ Interim workers

☐ Contingent workers

correct

Made by: Waqar Siddhu



Question No : 45 of 60

Marks: 1 (Budgeted Time 1 Min)

Interviews are most valuable for assessing a candidate's:

Answer ( Please select your correct option )

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- ☐ Applied level of mental skills
- ☐ Level of conscientiousness
- ☐ Interpersonal skills
- ☐ All of the given options

correct

Made by: Waqar Siddhu

Question No : 46 of 60

Marks: 1 (Budgeted Time 1 Min)

Ahmed, the supervisor of the manufacturing department, is in the process of evaluating his staff's performance. He has determined that 15% of the group will be identified as high performers, 20% as above average performers, 30% as average performers, 20% as below average performers, and 15% as poor performers. He is using a \_\_\_\_\_ method.

Answer ( Please select your correct option )

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- ☐ Graphic rating scale
- ☐ Constant sum ranking scale
- ☐ Forced distribution
- ☐ Alternation ranking

correct

Made by: Waqar Siddhu

Question No : 47 of 60

Marks: 1 (Budgeted Time 1 Min)

Mr. Faisal is generally considered unfriendly at work. His supervisor rates him low on the trait "interpersonal relationships" but also rates him lower on other traits like hardworking, work devotion, pressure handling etc . Faisal's performance appraisal may be effected due to:

Answer ( Please select your correct option )

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- ☐ Biasness
- ☐ Stereotyping
- ☐ Halo effects
- ☐ Strictness

correct

Made by: Waqar Siddhu



Question No : 48 of 60

Marks: 1 (Budgeted Time 1 Min)

The best way of reducing the problems of leniency or strictness in performance appraisals is to:

Answer ( Please select your correct option )

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- ☐ Rank all employees at average
- ☐ Train supervisors to remain moderate
- ☐ Impose a distribution for performance
- ☐ Consider the purpose of the appraisal

correct

Made by: Waqar Siddhu

Question No : 49 of 60

Marks: 1 (Budgeted Time 1 Min)

According to Maslow and Aldefer, pay or salary meets the needs of:

Answer ( Please select your correct option )

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- ☐ People who have strong lower level needs
- ☐ People who have strong higher level needs
- ☐ People who have moderate to high level needs
- ☐ People who have self actualization needs

correct

Made by: Waqar Siddhu

Question No : 50 of 60

Marks: 1 (Budgeted Time 1 Min)

Which of the following strategy is said to be more effective to motivate contingent workers?

Answer ( Please select your correct option )

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- ☐ Facilitate with job security
- ☐ Make jobs more appealing
- ☐ Develop interest through job rotation
- ☐ Provide challenging projects

correct

Made by: Waqar Siddhu



Question No : 51 of 60

Marks: 1 (Budgeted Time 1 Min)

"Sales managers of different regions of a company circulate details of potential customers to each other". Identify this type of communication.

Answer ( Please select your correct option )

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☐ Downward communication

☐ Diagonal communication

☒ Horizontal communication

**correct**

☐ Upward communication

**Made by: Waqar Siddhu**

Question No : 52 of 60

Marks: 1 (Budgeted Time 1 Min)

Which one of the following is NOT involved in 'Human Resource Planning'?

**not sure**

Answer ( Please select your correct option )

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☐ Finding out the required number of people for the organization

**correct**

☐ Giving chance to employees to design their personal plans

☐ Identifying the skills needed to accomplish the tasks

☐ Ensuring that human resource will be available when needed

**Made by: Waqar Siddhu**

Question No : 53 of 60

Marks: 3 (Budgeted Time 6 Min)

Negotiation ability is an important part of manager's job. What kinds of negotiation skills are essential for a manager?

Answer ( Please click here to Add Answer )

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**Made by: Waqar Siddhu**



What do you know about 'Stress-prone employees'?

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

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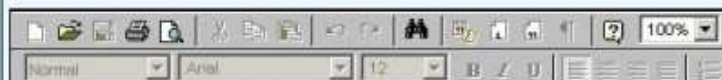
Stress is the body's nonspecific reaction to any demand made on it. For various reasons, programs dealing with stress and its related problems are becoming increasingly popular. Long-term productivity depends largely on the dedication and commitment of the company's employees. Employees are increasingly holding their employers liable for emotional problems they claim are work related. And, stress-related mental disorders have become the fastest-growing occupational disease. There is increasing evidence indicating that severe, prolonged stress is related to the diseases that are leading causes of death—coronary heart disease, stroke, hypertension, cancer, emphysema, diabetes, and cirrhosis; stress may even lead to suicide. Some signs that may indicate problems include impaired judgment and effectiveness, rigid behavior, more absences, emerging addictive behaviors, lowered self-esteem, and

Made by: Waqar Siddhu

Mention any three reasons of failure of international assignments and also give its remedies.

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

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**Why International Assignments End in Failure:--**  
The failure, expatriates is estimated to be in the 20 to 40 percent range. Six factors account for most failures.

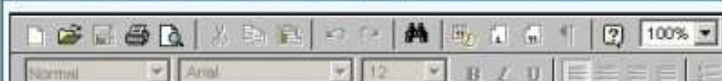
1. Career blockage
2. Culture shock
3. Lack of pre-departure cross-cultural training
4. Overemphasis on technical qualifications
5. Getting rid of a troublesome employee
6. Family problems

Made by: Waqar Siddhu

What are the criteria that make the leaders & managers similar to each other?

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

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There are some points by which leaders and manager become similar to each others:.

1. Both leader and manager interact and motivate their subordinates.
2. Both leader and manager have power over their subordinates.
3. Leaders work for achieving the desire strategic goals while managers also work for getting their goals.
4. Both works in organizations. Both are responsible for their subordinates and people.

Made by: Waqar Siddhu



Question No : 57 of 60

Marks: 5 (Budgeted Time 10 Min)

Explain the measures that can be taken to enhance the effectiveness of organizational discipline.

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

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Made by: Waqar Siddhu

Question No : 58 of 60

Marks: 5 (Budgeted Time 10 Min)

While hiring few organizations prefer internal recruitment but some refuse this mode of recruitment. List down the reasons for which internal recruitment is preferred and rejected.

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

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- **Advantages of Internal Recruitment:**
  1. Provides greater motivation for good performance.
  2. Provides greater opportunities for present employees
  3. Provides better opportunity to assess abilities
  4. Improves morale and organizational loyalty
  5. Enables employees to perform the new job with little lost time
- **Disadvantages of Internal Recruitment:**
  1. Creates a narrowing thinking and stale ideas
  2. Creates pressures to compete
  3. Creates homogeneous workforce
  4. Chances to miss good outside talent Requires strong management to train for technology.

Made by: Waqar Siddhu

Question No : 59 of 60

Marks: 5 (Budgeted Time 10 Min)

Being a student, identify the major stressors in your life. Are they effecting your educational goals, positively or negatively?

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

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Made by: Waqar Siddhu



Question No : 60 of 60

Marks: 5 (Budgeted Time 10 Min)

The human resource department of an automobile assembling company is introducing the performance appraisal system. The crucial point is to decide the basis on which performance should be measured. There are three different points of views; it should be trait based, behavior based or result based system. Which system is better and why?

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

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**Made by: Waqar Siddhu**

Question No : 60 of 60

Marks: 5 (Budgeted Time 10 Min)

The human resource department of an automobile assembling company is introducing the performance appraisal system. The crucial point is to decide the basis on which performance should be measured. There are three different points of views; it should be trait based, behavior based or result based system. Which system is better and why?

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

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**Made by: Waqar Siddhu**

Question No : 60 of 60

Marks: 5 (Budgeted Time 10 Min)

The human resource department of an automobile assembling company is introducing the performance appraisal system. The crucial point is to decide the basis on which performance should be measured. There are three different points of views; it should be trait based, behavior based or result based system. Which system is better and why?

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

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