

***Date:*** \_\_\_\_\_ ***Time: 20 mins*** ***Human Resource Management (SPM)***  
***Quiz:01*** ***Marks:30***

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▪ **OVER WRITING/CORRECTIONS/CHEATING = ZERO**

1. A Line Manager Cannot
  - a. Issue orders to other managers or employees
  - b. Advise other managers or employees
  - c. Use a superior-subordinate relationship
  - d. None of the above
2. In Trends shaping HRM, If a company has to be “More competitive Faster and more responsive, More cost-effective” Then HR is expected to
  - a. Be proficient
  - b. Focus on being ethical
  - c. Help company achieve strategic goals
  - d. None of the above
3. Similarly, Technological innovation is the new trend then the company should be
  - a. Downsized
  - b. Financially Leaner
  - c. Quality conscious
  - d. None of the above
4. In Strategic levels. The lowest level is
  - a. Functional Strategy
  - b. Diversification Strategy
  - c. Vertical Integration
  - d. None of the above
5. In Levels of Strategy. Which level decides how business will compete
  - a. Corporate
  - b. Business
  - c. Functional
  - d. None of the above
6. In Strategy Types. In which type, firm will expand by adding new product line i.e Pepsi introduces Potato chips, Khaadi introduces footwear, Nishat introduces hotel
  - a. Diversification
  - b. Cost Leadership
  - c. Differentiation
  - d. Focus
7. In Strategy Types. When a firm seeks to be unique in its industry along dimensions that are widely valued by buyers
  - a. Differentiation
  - b. Geographic expansion
  - c. Diversification

- d. None of the above
- 8. If Mercedes bought Iron/Steel Factory that would be prime example of
  - a. Consolidation
  - b. Diversification
  - c. Integration
  - d. None of the Above
- 9. In Strategic Management Process. You formulate strategies to achieve the strategic goals
  - a. After translating the mission into strategic goals
  - b. Before formulating a new business direction
  - c. After evaluating the strategic plan
  - d. None of the above
- 10. In Strategic Management Process. After formulating External/Internal Audits, you move to
  - a. Directly formulate a new direction
  - b. Translating the mission into strategic goals
  - c. Formulate strategies to achieve the strategic goals
  - d. None of the above
- 11. A general statement of the firms intended direction that shows, in broad terms, what we want to become is called
  - a. Mission
  - b. SMART Goals
  - c. Strategy
  - d. Vision
- 12. In Job Analysis, list of the tasks, duties, and responsibilities of a job are
  - a. Job enlargement
  - b. Job ad
  - c. Job Specification
  - d. Job Description
- 13. In Job Analysis. Skills, abilities, and other characteristic (KSAOs) that an individual must have to perform a particular job are
  - a. Job enlargement
  - b. Job ad
  - c. Job Description
  - d. Job Specification
- 14. In JCM. If completing a whole piece of work motivates me and that falls in
  - a. Autonomy
  - b. Task Identity
  - c. Feedback
  - d. None of the above
- 15. In JCM. When my work has a major impact on others then it falls in
  - a. Autonomy
  - b. Task Identity
  - c. Feedback

#### d. Task Significance