

# Auto Insurance

Another type of policy that is often required is auto insurance. Most states require by law that you have basic auto insurance. While it may be a law, too many people still drive around without it.

The most common reason to have auto insurance is to cover the replacement of an expensive asset. Like a home, automobiles can be quite expensive and if it gets damaged you want to be able to repair or replace it. But there is more to auto insurance than just covering the car itself.

Most automotive insurance policies cover bodily injury or death of another person in an incident that you are legally responsible.

- I) What percentage of externally hired executives in the private sector fail within the first 18 months?
- A) less than 15% B) over 50% C)  
nearly 25% D) up to 40%

Answer: D Explanation: D) Although considerable time, effort, and money are spent recruiting top talent, companies often do a poor job of onboarding new executives. As a result, up to 40 percent of externally hired executives in the private sector fail within the first 18 months and many others who are recruited from outside the firm leave within five years.



- 2) When an "outsider" CEO is unsuccessful, usually it is because he or she
- A) did not

Which justice deals with fairness in what individuals receive for their efforts, compensation for time and effort put into jobs, and how employees feel they are treated by their managers?

Procedural justice

 Interaction Justice

Work/life balance

 Distributive justice

## **Base Data**

Applicant

Id: ase2017\_584424

Registration

Number: 76613197GG

First Name: PRECIOUS

Middle

Name: MORADEKE

Last Name

(Surname): BAKARE

Date of

Birth: 07/11/2001

Sex: female

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Address: dmbpreciousbakare@gmail.com

Phone: +234-8053725135

Nationality: Nigeria

State/LGA

(Nigerians  
only): Osun / Irewole

## **Programmes/Courses Desired**

1st Choice

Course of

Study: LLB - BACHELOR OF LAWS

2nd Choice

Course of BARTMAS - BACHELORS OF ART

Study: (MASS COMMUNICATION)

**x Incorrect**

**Next »**

Which of the following is NOT part of Organizational demands?

Strategy

 Labor force trends

Organizational Culture

Employee concerns

 Company Characteristics



None



Priority



All

she was working on. In addition, she has been working weekends to meet campaign milestones. She has now decided to take a month's holiday to relax and get a much-needed break. She knows that the organization will understand her need for a long holiday. Which of the following best represents Stintson's feeling?

- A) low employee engagement
- B) high perceived organizational support
- C) low organizational commitment
- D) low job involvement
- E) high interest in whistle-blowing

B) high perceived organizational support

 Incorrect

Next »



Tools a company uses to manage employees are?

 HR tools

 HR practices

HR challenges

HR department

an insurance company which offers financial coverage to the policy holder for a specific time period.

---

The policyholder pays regular premiums until his death, upon which the corpus is paid out to the family.

---

Endowment plans pay out the sum assured under both scenarios - death and survival

---

ULIP is a life insurance product, which provides risk cover for the policy holder along with investment options to invest in any number of qualified investments



Chat to Buy Online Plan

Answer

**MCQ.** Determining type of people, which a company needs for job is referred as

1. job descriptions
2. job analysis
3. job specifications
4. both A and C

Answer C

**MCQ.** A job analysis consists of

1. job description
2. job specification
3. Both A and B
4. none of above

Answer

**MCQ.** In new approach of jobs pay rates, employers are focusing on

1. employee's family name
2. employee's competency
3. employee's performance
4. employee's equity

Answer

**MCQ.** Requirement of paying, men and women equal wages for comparable jobs is called

1. comparable worth
2. incomparable worth
3. definable worth
4. indefinable worth

Answer A

**MCQ.** An employer; not paying for title of job he was hired is called

1. pay based on company's profit
2. pay based on company's stocks
3. pay based on competency
4. pay based on time

Answer

measured in

1. graphic rating scale method
2. management by objectives
3. alternation ranking method
4. paired comparison method

Answer

**MCQ.** Step in which employer and employee discuss performance and plans for future is

1. defining job
2. training session
3. feedback session
4. interview sessions

Answer

**MCQ.** A rating scale which enlists traits and performance values is called

1. graphic rating scale method
2. management by objectives
3. alternation ranking method
4. in-house development

Answer A

# MCQs on Determining Job Salary Rates

[Quiz pdf Download](#)

**MCQ.** Information about specific salary and wage rate for particular job is part of

1. salary survey
2. market survey
3. equity survey
4. HR survey

**Answer**

**MCQ.** Salary survey can be conducted through

1. primary data
2. secondary data
3. collective equity
4. both A and B

**Answer D**

**MCQ.** Salary compression is a result of

1. monetary funds
2. interest rate
3. inflation

3.	Officer		
4.	All above		

**Question 5**

Hawthorne studies depict the effects of work environment on:

Choice 1  Human Behavior

Choice 2  Human Performance

Choice 3  Human Satisfaction

Choice 4  All above

**The answer is  
incorrect**

Score is 0.00 out of 1.00. Elapsed time is 41 sec.

The human resource department of Palmer Inc. is aiming to understand the degree of employee engagement in the organization.

Which of the following statements would best help them in the process?

- A) Do you believe in the organization's five-year plan?
  - B) Do you believe the organization is concerned about your well-being?
  - C) Do you enjoy your everyday tasks and achieving project milestones?
  - D) Do you feel the organization values your work?
  - E) Do you agree with the organization's stand on sustainable work practices?
- 
- C) Do you enjoy your everyday tasks and achieving project

is accepted by the other party (the *offeree*). All terms of the offer must be accepted before a contract is concluded. If that other party intends to vary the terms of the proposed contract (requiring increased premium or policy restrictions, for example), this, upon its communication, constitutes a *counter-offer*, which will have the effect of nullifying the original offer. A counter-offer is subject to acceptance by the original *offeror* (who becomes the *offeree* with the counter offer).

- (c) *Consideration:* this is the price (monetary or otherwise) a contracting party pays for the promise the other party ('promisor') makes to him. In the case of a simple contract, consideration must be given by *both* parties; otherwise it is void. On the other hand, a promise contained in a deed, even if it has been given not for consideration, is enforceable at common law by the promisee. In other words, a unilateral promise not made by a deed is invalid. In insurance, the consideration is:

# The answer is incorrect

Score is 0.00 out of 1.00. Elapsed time: 0 sec.

#	Answer	Correct answer
1.	Human Behavior	✓
2.	Human Performance	
3.	Human Satisfaction	
4.	All above	

**x** Incorrect

Next »

In Labor force trends, the fastest growing ethnic groups are \_\_\_\_\_  
\_\_\_\_\_ & \_\_\_\_\_.

\* ok

Correct answer:

 Asians and Hispanics

3. defined noncontributory pension plan
4. deferred contribution pension plan

Answer

**MCQ.** Process of instituting policies to enable employees to get their accumulated pension plans with ease after leaving organization is classified as

1. compatibility
2. durability
3. portability
4. profitability

Answer C

[Prev Quiz: Money and Motivation Multiple Choice Questions](#)

[Next Quiz: Types of strategies Multiple Choice](#)

## FYS 320 - Human Resource Mgt Revision.

- 1) The period of time in which a new employee work in an organization on temporary basis before the appointment is confirmed is known as: Internship
- 2) In recruitment advertisement, where name of the organization is not revealed in the advert, it is called UNDISCLOSED ADVERTISEMENT
- 3) In a Selection Interview, if the panel of interviewers asks the candidate to ask them a question, what is the best thing to do?  
TELL THEM YOU ARE SITY.

1. organization chart
2. process chart
3. process management
4. production unit

Answer

**MCQ.** Workflow detailed picture is called

1. organization chart
2. process chart
3. process management
4. production unit

Answer

**MCQ.** Job analysis is must for employees'

1. training
2. performance appraisal
3. compensations
4. all of above

Answer D

**MCQ.** Reporting relationships and working conditions related to a job is stated in

1. job descriptions
2. job analysis
3. job specifications

**MCQ.** Each band in broad banding contains

1. wide range of jobs
2. lesser range of job
3. only one type of job
4. unspecified job description

**Answer**

**MCQ.** Company paying employee's for learning organizations knowledge can be classified as

1. pay for knowledge
2. skill-based pay
3. time based pay
4. Both A and B

**Answer D**

**MCQ.** In new approach of jobs pay rates, employers are focusing on



The exit-voice-loyalty-neglect framework expands employee response to include voice and loyalty—constructive behaviors that allow individuals to \_\_\_\_\_.

- A) revolt against the management
  - B) reject unionization and focus on team-building activities
  - C) identify psychologically with their jobs
  - D) tolerate unpleasant situations or revive satisfactory working conditions
  - E) decrease emotional contagion
- 
- D) tolerate unpleasant situations or revive satisfactory working conditions



substantiate for the effects of coal power stations

C) reassure the public that there is no correlation between environment and coal production



Leon Festinger argued that \_\_\_\_\_ follow(s) \_\_\_\_\_.

- A) behavior; attitudes
  - B) emotions; attitude
  - C) attitudes; behavior
  - D) thought processes; moods
  - E) conduct; feelings
- 
- C) attitudes; behavior



management company and is discontent with her job because she was passed over for a promotion. She has now composed a list of concerns and plans to discuss the issue with her supervisor. Daniels' response to the problem is referred to as \_\_\_\_\_.

- A) exit
  - B) voice
  - C) loyalty
  - D) neglect
  - E) acceptance
- 
- B) voice

2.	Learning situation	✓	
3.	Desired situation		
4.	Company		

### Question 7

Which of these decreases in the labor supply is the easiest to predict?

Choice 1  Voluntary quits

Choice 2  Retirements

Choice 3  Prolonged illnesses

Choice 4  Transfers-in

**The answer is  
correct**

A) exit



Steve Werner is unhappy with his job and takes every possible vacation and sick day to avoid going to work. In addition, whenever he goes to work, he shows up late and skips important meetings. Werner is expressing his dissatisfaction through the \_\_\_\_\_ response.

- A) exit
- B) voice
- C) loyalty
- D) acceptance
- E) neglect
- E) neglect



Joe Dailey is unhappy with his job

1. job specification
2. job description
3. job evaluation
4. employee training

Answer

**MCQ.** In 'job classification', group which contains similar jobs is called

1. classes
2. grades
3. rows
4. columns

Answer A

[Prev Quiz: New approaches to Organizing HR  
Multiple Choice Questions](#)

[Next Quiz: Career Management Basics Multiple  
Choice Questions](#)

1. job descriptions
2. job analysis
3. job specifications
4. both A and C

Answer

**MCQ.** A job analysis consists of

1. job description
2. job specification
3. Both A and B
4. none of above

Answer C

[Prev Quiz: Types of tests Multiple Choice Questions](#)

[Next Quiz: Types of tests Multiple Choice Questions](#)

1. company's plan
2. strategic plan
3. vision
4. mission

Answer

**MCQ.** Anchoring jobs and slotting other jobs accordingly is called

1. benchmarking jobs
2. evaluating pay scales
3. evaluating pay grades
4. evaluating internal equity

Answer

**MCQ.** Data of benefits like employees' insurance and other fringe benefits can be collected through

1. benchmark surveys
2. salary surveys
3. primary survey
4. secondary survey

Answer B

**MCQ.** "each unit made by worker is paid", can be



The statement, "A person who eats meat and then fights for animal rights demonstrates double standards" is an evaluative statement. Such an opinion constitutes the \_\_\_\_\_ component of an attitude.

- A) cognitive
- B) affective

-- -- --

response to dissatisfaction that is constructive and passive?

- A) loyalty
- B) neglect
- C) voice
- D) reflect
- E) exit

A) loyalty

**MCQ.** A company's HR team is responsible for

1. training of supervisors
2. monitor appraisal system affectivity
3. training employees
4. all of above

Answer

**MCQ.** Human resource department plays/serves as

1. advisory role
2. line authority
3. hiring department only
4. training department only

Answer A

**MCQ.** Ranking of all employees, measuring a specific trait such as communicating is measured in

1. graphic rating scale method
2. management by objectives
3. alternation ranking method
4. paired comparison method

Answer

does not allow her to utilize her full potential.

D) She believes that research and testing are an integral part of providing consumers with safe products.



Anna Jonas owns a manufacturing firm in Indonesia and strongly believes that it is important that workers' rights be respected.

However, because of the recent economic meltdown, she makes the management pay workers a wage which is below ethical standards. In addition, the working conditions are below standards because of low



**Question 10**

Section 19 of Factories Act  
discusses about the -----

Choice 1  Latrines and Urinals

Choice 2  Drinking Water

Choice 3  Lighting

Choice 4  Artificial Humidification

**The answer is  
correct**



**MCQ.** First step in training process is

1. need analysis
2. instructional design
3. implement
4. evaluate

**Answer A**

**MCQ.** Providing new employees with basic information regarding background is

1. employee orientation
2. employee training
3. both A and B
4. none of above

**Answer**

**MCQ.** When an employee harms a third party because of inadequate employee training, it is called

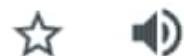
salary grade to which a job is assigned



classical theory

just price

labor theory of values



demand/supply theory

market exchange model



demand side theory

marginal revenue product

thurow's job competition model

Elliot Jacques



In her work in the publishing industry, Vera Loranzo seeks out new authors who she considers promising. In the past two years, she has found a number of new writers whose work she thought was exceptional and immersed herself in the task of helping them shape their manuscripts for submission to her managers for publishing. Although she was extremely proud of the results, none of the authors she worked with were chosen for publication. After learning about her management's decision, she is extremely frustrated and is beginning to resent the job she does. However, she knows there is nothing she can do and continues working because of the good perks and salary benefits the job offers. How can Loranzo's job attitude be

was recently asked by her editor to write an article on "10 must-haves for the autumn season." Her editor has now sent back the article saying it is not interesting enough to hold the attention of the reader. Janice is upset and disappointed about the feedback. Which component of an attitude is represented in this scenario?

- A) positive component
  - B) cognitive component
  - C) affective component
  - D) behavioral component
  - E) evaluative component
- 
- C) affective component



T/F: Cognitive dissonance explains the linkage between attitudes and behavior.

True



T/F: No individual can completely avoid dissonance.

True



T/F: Individuals will be more motivated to reduce dissonance when they believe the dissonance is due to something they cannot control.

False



Death is hard enough; don't make it even harder by putting your loved ones in a financial jam if the unfortunate does happen. Funerals alone can be expensive and create even more stress on the family. At the very least you should have enough to cover basic funeral expenses and provide a cushion for your family, and, at most, it should provide a stream of income for your family that can replace what is now gone.

If you do not currently have life insurance your best bet is to check with your employer first. Many employers offer a basic life insurance as a benefit and some even allow you to purchase additional coverage at a very affordable rate. Outside of employer plans, there are hundreds of insurance companies that can provide the right coverage for you.

**MCQ.** In 'job classification' group that contains jobs, which are similar in difficulty level is called

1. classes
2. grades
3. rank jobs
4. combine ratings

**Answer** B

**MCQ.** Procedure of ranking jobs or grouping in clusters is included in

1. getting job information
2. combining ratings
3. ranking jobs
4. selecting and grouping jobs

**Answer**

**MCQ.** Process of classifying, ranking jobs and assigning points to jobs is called

1. job evaluation
2. . . . .

\_\_\_\_\_ component of an attitude.

- A) cognitive
- B) affective
- C) reflective
- D) behavioral
- E) reactive

D) behavioral



Which of the following statements is an example of the behavioral component of an attitude?

- A) I have decided to apply for the position of a campaigner in the

Jones is a sales executive at Orbit Bank in Brussels. She is the best performer on her team and often gets the highest number of corporate accounts for the company. However, she feels that she does not get sufficient credit for her hard work. During lunch, she says to her colleague, "I have been getting the largest accounts for the bank for the past eight months. Yet, my manager never acknowledges the kind of effort I put in to get these accounts." Which component of attitude is being demonstrated by Jones?

- A) positive component
  - B) cognitive component
  - C) affective component
  - D) behavioral component
  - E) reflective component
- 
- B) cognitive component



T/F: Discrepancies between attitudes and behavior tend to occur when social pressures to behave in certain ways hold exceptional power, as in most organizations.

True



T/F: The attitude-behavior relationship is likely to be much stronger if an attitude refers to something with which we have direct personal experience.

True



In Indonesia, comfortable living occurs at about \$30,000. Based on the measurement of comfortable living, which of the following is most likely to be true?

- A) People earning approximately \$25,000 are content with their jobs.
  - B) People earning below \$30,000 are as happy with jobs as those earning \$35,000.
  - C) People earning below \$30,000 experience a positive correlation between pay and job satisfaction.
  - D) People earning \$50,000 have higher levels of job satisfaction than those earning \$40,000.
  - E) People's earnings have no relation to their job satisfaction if they earn \$25,000.
- ~~C) People earning below \$30,000 experience a positive correlation between pay and job satisfaction~~

Which of the following questions best helps understand an employee's organizational commitment?

- A) Do you feel you have a good working relationship with team members?
- B) Do you feel the organization will take care of you and your family in times of need?
- C) Do you enjoy your work even in the face of challenges?
- D) Does the organization provide valuable feedback to help you increase productivity?
- E) Do you believe in the organization's objective on sustainable work practices?
- F) Do you believe in the





None



Priority



All

- A) Do you believe that employee engagement has a large impact on productivity?
- B) Do you believe there is sufficient employee engagement in your department?
- C) Do your beliefs align with the organization's vision and long-term goals?
- D) Do you feel the long-term goals on sustainable work practices are workable?
- E) Do you feel the organization has sufficient recognition rewards to value good work?
- E) Do you feel the organization has sufficient recognition rewards to value good work?

Which of the following statements represents a person's job attitude?

- A) I enjoy my work because it offers me challenges and helps me hone my networking skills.
  - B) I believe my work has a direct impact on the processes of the organization.
  - C) I believe my work performance indicates my caliber and potential.
  - D) I agree with the organization about its commitment to the environment.
  - E) I believe in the organization's objectives about supporting the underprivileged.
- 
- A) I enjoy my work because it offers me challenges and helps me hone my networking skills.



1. classes
2. grades
3. rank jobs
4. combine ratings

Answer

**MCQ.** Procedure of ranking jobs or grouping in clusters is included in

1. getting job information
2. combining ratings
3. ranking jobs
4. selecting and grouping jobs

Answer

**MCQ.** Process of classifying, ranking jobs and assigning points to jobs is called

1. job evaluation
2. job grading
3. pay grading
4. job ranking

Answer A

**MCQ.** Classification of executive and management positions into series of grades, is called

# MCQs on Techniques for Appraising Performance

[Quiz pdf Download](#)

**MCQ.** A company's HR team is responsible for

1. training of supervisors
2. monitor appraisal system affectivity
3. training employees
4. all of above

**Answer D**

**MCQ.** Human resource department plays/serves as

1. advisory role
2. line authority
3. hiring department only
4. training department only

**Answer**



18



# Application Process Information

Notice:

Screening

Venue: ICT (CYBER ZONE B)

Screening Date: FRIDAY 6TH OCTOBER 2017 16:30 PM

Screening

Score (%): 55

Aggregate Score (%): 58

(average of relative JAMB and  
PUTME scores)

Password: set

## Application Fee Payment Tickets

Payment Id	Creation Date	Payment Date	Category
------------	---------------	--------------	----------





The statement, "A person who eats meat and then fights for animal rights demonstrates double standards" is an evaluative statement. Such an opinion constitutes the \_\_\_\_\_ component of an attitude.

- A) cognitive
- B) affective
- C) reflective
- D) behavioral
- E) reactive

A) cognitive





## UNIVERSITY OF LAGOS APPLICANT EXAM PASS



APPLICATION NO. : 76977404FD

FULL NAME : Adegola, Omotolani Mary

PROGRAMME : B.Sc in EDUCATIONAL ADMINISTRATION

GENDER: Female EXAM DATE: 06/10/2017

SESSION : 2017/2018 EXAM TIME: 08:00 AM

EXAM VENUE : Distance Learning Institute

### INSTRUCTIONS

Candidates are hereby informed that any applicant caught or implicated in any act of misconduct would automatically cease to continue with the examination until the case has been decided. The following prescribed penalties will be imposed on anyone caught committing the underlisted acts of misconduct. No plea will be entertained.

	MISCONDUCT	PENALTY
1	Impersonation	Admission Forfeiture
2	Physical attack or assault on invigilators, Rude and disorderly behaviour in the examination hall	Admission Forfeiture
3	Being found in examination hall with jotted notes (cribs or chips) on body, under the locker or in the vicinity, writing relevant materials on palms and other places, Consultation or soliciting or giving information or assistance	Admission Forfeiture
4	Mobile phones either switched on or off are not allowed in examination hall. Keep your mobile phones away from examination hall. Handbags of any sort are not allowed in the examination hall and the surrounding.	Admission Forfeiture



borrow money from the bank to purchase a home they will require the asset to be insured. For many people, this insurance premium is built into the mortgage payment. For many people their home is their greatest asset so it is vital to adequately protect it.

If you rent instead of own, a renters insurance

alignment.

When practices work in concert with one another as well as with external challenges companies face, there is \_\_\_\_\_ Alignment.

\* yes

Correct answer:

 Internal alignment, External Alignment

2. interest rate
3. inflation
4. deflation

Answer

**MCQ.** An theory states that employees seek balance between offered services and taken salaries is called

1. equity theory of motivation
2. equity theory of salaries
3. equity theory of wages
4. equity theory of compression

Answer

**MCQ.** Determining job's worth in comparison of other job is called

1. job description
2. job specification
3. job evaluation
4. job analysis

Answer C

Prev Quiz: Money and Motivation Multiple

T/F: If there is an inconsistency between an individual's attitude on a specific issue and his/her behavior, there are only two courses of action available—alter the attitude or alter the behavior.

False



T/F: Rewards can offset dissonance.

True



T/F: Attitudes that our memories can easily access are less likely to predict our behavior.

False

T/F: "Voice" is an active and constructive response to dissatisfaction.

True



T/F: Actively and constructively attempting to improve conditions is part of the loyalty response to dissatisfaction.

False



T/F: "Exit" is a passive and constructive response to dissatisfaction.

False



'... psychological empowerment

- D) low organizational commitment
- E) high emotional contagion

- A) high job involvement



\_\_\_\_\_ refers to a positive feeling about one's job resulting from an evaluation of its characteristics.

- A) Job satisfaction
- B) Job design
- C) Positivity offset
- D) Constructive dismissal
- E) Picketing

- A) Job satisfaction

positive feeling about a job,  
resulting from an evaluation of its  
characteristics.

True



T/F: Job involvement measures the degree to which people identify psychologically with the organization's mission and vision.

False

A) cognitive



Which of the following statements represents the cognitive component of attitude?

- A) I have decided to inform my supervisor that I will be quitting my job.
- B) I intend to work during the weekend to meet the month's deadline.
- C) I feel upset about having to work during Christmas.
- D) It is disappointing to know that I did not get a good evaluation.
- E) This job is not giving me an opportunity to explore my skills.
  
- E) This job is not giving me an opportunity to explore my skills.

important to self-worth is referred to as \_\_\_\_\_.

- A) emotional contagion
- B) job involvement
- C) job stability
- D) emotional dissonance
- E) direct action

B) job involvement

Attending union meetings as a way of coping with job dissatisfaction is an example of a(n) \_\_\_\_\_ response.

- A) exit
  - B) voice
  - C) loyalty
  - D) neglect
  - E) ratification
- B) voice



To get his company through some hard economic times, Ben's working hours have just been reduced from 40 hours a week to 33. Ben is upset about the reduction in time and pay, but he shows up at work every morning and is willing to patiently wait until economic times improve and he can go back to working full time. Which of the following types of response is being displayed by Ben?

- A) voice
  - B) neglect
  - C) loyalty
  - D) exit
  - E) acceptance
- 
- C) loyalty

# MCQs on Determining Job Pay Rates

[Quiz pdf Download](#)

**MCQ.** First step in 'Job ranking' evaluation method is to

1. obtain job information
2. select and group jobs
3. select compensable factors
4. rank jobs

**Answer A**

**MCQ.** Situation in which senior employees' salaries are lesser than recruited employees, for recently same post, is called

1. salary compression



- A) The management should let employees realize their wrongdoing on their own.
  - B) The management should attack the source of the problem, i.e., the dissatisfaction.
  - C) The management must introduce surveillance to ensure smooth flow of work.
  - D) The management must suspend employees who engage in deviant workplace behaviors.
  - E) The management must restrict the activities that adversely affect productivity.
- 
- B) The management should attack the source of the problem, i.e., the dissatisfaction.



Why should managers be interested



With reference to cognitive dissonance, in which of the following situations is the attitude-behavior relationship most likely to be strong?

- A) The affective component of the attitude is weak.
- B) The behavior is not affected by the cognitive component of the attitude.
- C) The attitude does not reflect the person's fundamental values.
- D) The behavior is affected by external factors and is not entirely under the control of the person.
- E) The attitude refers to something with which the person has direct experience.
  
- E) The attitude refers to something with which the person has direct experience.

# MCQs on Basics of Job Analysis

Quiz

pdf Download

**MCQ.** A list; consisting job duties and responsibilities is part of

1. job descriptions
2. job analysis
3. job specifications
4. both A and C

Answer A

**MCQ.** Determining duties and characteristics of positions to be staffed is

1. job descriptions
2. job analysis
3. job specifications
4. both A and C

Answer

**MCQ.** Determining type of people, which a company needs for job is referred as

1. job descriptions

	<b>Installment due</b>
March 31 2010	<b>Goods sold on HP (At SP/HPP)</b>
	<b>Installment not due/Stock with HP customers</b>
	<b>Hire Purchase Expenses</b>
	<b>Cash received from HP Customers</b>
	<b>Installments due</b>

**MCQ.** Classification of executive and management positions into series of grades, is called

1. job specification
2. job description
3. job evaluation
4. employee training

Answer C

support services for teenage mothers. An important part of her job involves referring pregnant teenagers to abortion clinics, should they decide to avail of such services. This aspect of her work, however, conflicts with her religious beliefs. Her manager, Kyle, is aware of this and expects her to submit her resignation at any time, but Julie continues to carry out her duties in a sincere manner and shows no signs of quitting her job. Which of the following best explains this situation?

- A) Julie allows her professional life to be dictated by her religious ideals.
- B) Julie refuses to acknowledge the hard truths of life.
- C) Julie has accepted that people

*past and past participle hedged)*

1. (*transitive*) To [enclose](#) with a hedge or hedges.  
*to hedge a field or garden*
2. (*transitive*) To [obstruct](#) with a hedge or hedges. ▼ [show](#)
3. (*transitive*) To offset the risk associated with.
4. (*intransitive*) To avoid verbal commitment.

*He carefully **hedged** his statements with weasel words.*

5. (*intransitive*) To construct or repair a hedge.
6. (*intransitive*) To reduce one's exposure to risk.

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**MCQ.** All incentive plans are surely

1. pay for performance
2. pay for skills
3. pay for tenure
4. pay for knowledge

Answer

**MCQ.** Reward of performance must have some value for employee', is best example of

1. expectancy
2. instrumentality
3. valence
4. de-expectancy

Answer

**MCQ.** An informal employee-manager refers to

1. social recognition program
2. performance feedback
3. non-financial awards
4. financial awards

Answer A

## **Personnel Management – Multiple Choice Questions (MCQ) with Answers**

**1-Personnel management is also called as**

- (A) Personnel Administration
- (B) Manpower management
- (C) Both (A) and (B)
- (D) None of the above

**2-Personnel management specifically deals with human resources in respect of**

- (A) Their procurement
- (B) Their development
- (C) Their motivation
- (D) All of the above

**3-Which of the following is (are) true?**

Both endowment plans charge fees reflected in premiums – for paying out sum assured along with profits, in either scenario – death or maturity. The profits are an outcome of premiums being invested in asset markets – equities and debt.

## Unit linked insurance plans (ULIP)

### Unit linked insurance plans (ULIP)

ULIPs are a variant of the traditional endowment plan. They pay out the sum assured (or the investment portfolio if its higher) on death/maturity.

ULIPs differ from traditional endowment plans in certain areas. As the name suggests, performance of ULIP is linked to markets. Individuals can choose the allocation for investments in stock/debt markets. The value of the investment portfolio is captured by the NAV (net asset value). To that end, there are many similarities between ULIPs and mutual funds. ULIPs differ in one area, they are a combination of investment and insurance, while mutual funds are a pure investment avenue

## Whole life policy

A **whole life insurance** policy covers a policyholder over his life. The main feature of a whole life policy is that the validity of the policy is not defined by individual events. The policyholder can withdraw money from the policy at any time.



Chat to Buy Online Plan



Employees with positive core self-evaluations believe in their inner worth and basic competence and are more satisfied with their jobs than those with negative core self-evaluations. The concept of positive core self-evaluations indicates that

\_\_\_\_\_.

- A) promotions and growth opportunities influence job satisfaction
  - B) employees should be regularly monitored and provided feedback
  - C) job conditions have a direct influence on job satisfaction
  - D) personality plays a role in job satisfaction
  - E) pay always has a direct correlation with job satisfaction
- 
- D) personality plays a role in job satisfaction

Synergy Inc. is a medium-sized logistics company. The management is facing tough times as the workers are dissatisfied and are engaging in a number of deviant workplace behaviors such as stealing and substance abuse during working hours. The management is considering various options to curb these counterproductive behaviors. What would be a better way to deal with such forms of workplace deviance?

- A) The management should let employees realize their wrongdoing on their own.
- B) The management should attack the source of the problem, i.e., the





## Health Insurance

One of the most important types of insurance to have is health insurance.

Your good health is what allows you to work and earn money and otherwise enjoy life. If you were to come down with a sickness or have an accident without health insurance you may find yourself unable to receive treatment.

• • • • •

Ad

✓ Correct

Next »

Perceived obligations employees believe they owe their company and the company owes them

✓ Psychological contract

Interaction Justice

Distributive justice

Procedural justice

D) turnover



Under which of the following conditions is job dissatisfaction most likely to result in turnover?

- A) Employees have negative core self-evaluation.
  - B) Employees have high education and ability.
  - C) Employment opportunities are scarce.
  - D) Employees experience emotional contagion.
  - E) Employees have supportive relationships with their co-workers.
- 
- B) Employees have high education and ability.



Job dissatisfaction and antagonistic

1. social recognition program
2. performance feedback
3. fixed premium
4. financial awards

Answer

**MCQ.** According to Herzberg, for creating self-motivated workforce employers should focus on the

1. motivator factors
2. de-motivator factors
3. intrinsic factors
4. extrinsic factors

Answer A

Prev Quiz: Basic Factors in Determining Pay

Rates Multiple Choice Questions

Next Quiz: Benefits Picture Multiple Choice Questions



# MCQs on Determining Job Salary Rates

[Quiz pdf Download](#)

**MCQ.** Information about specific salary and wage rate for particular job is part of

1. salary survey
2. market survey
3. equity survey
4. HR survey

**Answer A**

**MCQ.** Salary survey can be conducted through

1. primary data
2. secondary data
3. collective equity
4. both A and B

**2:6** As ye have therefore received Christ Jesus the Lord, so walk ye in him:

**2:7** Rooted and built up in him, and established in the faith, as ye have been taught, abounding therein with thanksgiving.

**2:8** Beware lest any man spoil you through philosophy and vain deceit, after the tradition of men, after the rudiments of the world, and not after Christ.

 Incorrect

Next »

Which of the following is not one of the benefits, health, and wellness required by law?

Social Security

 Family and Medical leave

 Health care

Workers Compensation

Compliance with OSHA

True



T/F: Disengaged employees have a tendency to invest time but not energy or attention into their work.

True



T/F: The single global rating approach to measuring job satisfaction is more sophisticated than the summation of job facets approach.

False



**MCQ.** Each band in broad banding contains

1. wide range of jobs
2. lesser range of job
3. only one type of job
4. unspecified job description

Answer A

3. training employees
4. all of above

Answer

**MCQ.** Human resource department plays/serves as

1. advisory role
2. line authority
3. hiring department only
4. training department only

Answer

**MCQ.** Ranking of all employees, measuring a specific trait such as communicating is measured in

1. graphic rating scale method
2. management by objectives
3. alternation ranking method
4. paired comparison method

Answer C

**MCQ.** Step in which employer and employee discuss performance and plans for future is

1. defining job
2. training session



Julie recently joined a youth center as a counselor who provides support services for teenage mothers. An important part of her job involves referring pregnant teenagers to abortion clinics, should they decide to avail of such services. This aspect of her work, however, conflicts with her religious beliefs. Her manager, Kyle, is aware

Which of the following, if true, would most strengthen the argument that Sonia is experiencing cognitive dissonance?

- A) She believes that cosmetics help boost women's self-confidence.
- B) She believes that testing products on animals is an unethical practice.
- C) She majored in pharmacology as part of her master's degree program in college.
- D) She recently received a positive performance review from her supervisor.
- E) She is confounded by the fact that the cosmetic industry rakes in almost \$7 billion annually.

R) She believes that testing



(C) Principle of recognition of trade unions

(D) Principle of team spirit

10-In manpower planning, short term plans are prepared for

(A) One month

(B) Three months

(C) Six months

(D) One year

11-The following factor(s) affect(s) manpower planning

(A) Working hours

(B) Nature of production

(C) Performance rate

(D) All of the above

**Question 2**

Who has given the following definition of Organizational Behaviour, "understanding, predicting and controlling human behaviour at work"?

Choice 1  Max Weber

Choice 2  Gary Dessler

Choice 3  Stephen Robbins

Choice 4  Fred Luthans

---

**The answer is**





The \_\_\_\_\_ response includes actively and constructively attempting to improve conditions, including suggesting improvements, discussing problems with superiors, and undertaking some forms of union activity.

- A) exit
  - B) voice
  - C) loyalty
  - D) neglect
  - E) acceptance
- B) voice



such as customers and suppliers.

- iii. Another observed advantage of direct method is that users see and understand the actual cashflows and how they relate to items of income and expenses.
- iv. From the view point of the users, the direct method is preferable because it discloses information not available elsewhere in the financial statements, which could be used in estimating future cashflow while indirect method involves adjusting the net profit or loss for changes in non-cash expenditure and movement in working capital.
- v. Direct method tells the reader whether cash collections from customers are increasing or decreasing.
- vi. Direct method shows ability to compare similar types of cash receipts and payments across companies at least annually.
- vii. Direct method gives better representation of an entity's cash cycle for credit guarantors and more user – friendly format for managers.
- viii. Direct method highlights the differences between net income and net cash from operating activities whereas the indirect method is most useful in extracting the lead and lay between cashflows and income information.

**x Incorrect**

**Next »**

\_\_\_\_\_ blurs country boundaries  
in business activities and  
encourages off-shoring.

\* ok

**Correct answer:**

**✓ Globalization**

Services was alarmed by the finding of a recent survey conducted in-house which revealed that most employees were dissatisfied with their work. He holds a meeting with various department heads to identify ways to stem the brewing discontent. One manager suggests providing employees with greater training opportunities. What assumption is the manager making?

- A) Employees feel that their efforts are not being adequately recognized by the management.
- B) Employees are highly skilled and value economic rewards over and above opportunities for growth.
- C) Employees are stifled by the degree of centralized control and bureaucracy within the organization.
- D) Employees feel that their employer does not value them

he or she \_\_\_\_\_. A) did not understand the company's products B) did not understand how to operate in the new culture C) did not understand the company's customers D) did not understand how to respond to government regulators

Answer: B Explanation: B) Although impossible to calculate precisely, the costs resulting from a failed CEO are usually significant, particularly for an "outsider." When executives are unsuccessful, usually it is because they did not understand how to operate in the new culture.

1. company's plan
2. strategic plan
3. vision
4. mission

Answer

**MCQ.** Anchoring jobs and slotting other jobs accordingly is called

1. benchmarking jobs
2. evaluating pay scales
3. evaluating pay grades
4. evaluating internal equity

Answer A

**MCQ.** Data of benefits like employees' insurance and other fringe benefits can be collected through

1. benchmark surveys
2. salary surveys
3. primary survey
4. secondary survey

Answer

**MCQ.** "each unit made by worker is paid", can be

- D) Daryl Bem
- E) Ivan Petrovich Pavlov
  
- B) Leon Festinger



Which of the following does cognitive dissonance indicate between two or more attitudes or between behavior and attitudes?

- A) congruity
- B) tenacity
- C) solidarity
- D) consistency
- E) incompatibility
  
- E) incompatibility

**MCQ.** In management by objectives, goals are set by

1. supervisor and subordinates
2. top management
3. departmental managers
4. all of above

**Answer A**

**MCQ.** Downside of management by objectives is

1. time consuming
2. large capital is needed
3. large pool of human capital is required
4. both A and B

**Answer**

[Prev Quiz: Money and Motivation Multiple Choice Questions](#)

Score: 240



JAMB  
Registration  
Number:

## Application Process Information

Notice:

Screening

Venue: ICT (CYBER ZONE B)

Screening Date: FRIDAY 6TH OCTOBER 2017 16:30

Date: PM

Aggregate Score (%): (average of relative JAMB and PUTME scores)

Password: set

## Application Fee Payment Tickets

Payment Id	Creation Date	Payment Date	Category
p5047004817023	2017-09-06	2017-09-06	Application Fee



10.00.00 10.00.00



## JOINT ADMISSIONS AND MATRICULATION BOARD

National Headquarters, Suleja-Bwari Road, Bwari, P. M. B. 189, Garki Abuja, Nigeria.

### Unified Tertiary Matriculation Examination (UTME 2017)

#### Change of Course/Institution Slip

Date of Last Change: Friday, September 29, 2017

Date Printed: Friday, September 29, 2017

#### Candidates Details

Name: Adeola Omotolani Mary  
Gender: Female  
Date of Birth: December 15, 1993  
State of Origin: Osun  
L.G.A: Obokun



#### Examination Details

Registration Number: 76977404FD  
Examination Number: C44302226

#### Previous Choices of Institution/Course

##### First Choice of Institution/Course

1st Choice  
University Of Lagos, Lagos State  
**Course:** Educational Administration  
**Faculty:** Faculty: Education  
2nd Choice  
Lagos State University, Ojo, Lagos State  
**Course:** Computer Science  
**Faculty:** Faculty: Sciences

##### Second Choice of Institution/Course

3rd Choice  
Yaba College Of Technology, Yaba, Lagos State  
**Course:** Computer Science  
4th Choice  
Lagos City Computer College, Lagos, Lagos State  
**Course:** Computer Software Engineering Technology

#### New Choices of Institution/Course

##### First Choice of Institution/Course

1st Choice  
University Of Lagos, Lagos State  
**Course:** Education And Integrated Science  
**Faculty:** Education  
2nd Choice  
Lagos State University, Ojo, Lagos State  
**Course:** Computer Science  
**Faculty:** Sciences

##### Second Choice of Institution/Course

3rd Choice  
Yaba College Of Technology, Yaba, Lagos State  
**Course:** Computer Science  
4th Choice  
Lagos City Computer College, Lagos, Lagos State  
**Course:** Computer Software Engineering Technology

**5-The subject matter of personnel management is**

- (A) Profit
- (B) Capital investment
- (C) Human being
- (D) Wages and incentives

**6-The following is not a function of Personnel management**

- (A) Training and development of manpower
- (B) Recruitment and selection of manpower
- (C) Wages and salary administration
- (D) Production, Planning and control

**7-The following principle of Personnel**

human resource department is looking for a climate campaigner.

- C) The position of a climate campaigner is challenging and interesting.
  - D) The position of a climate campaigner will allow me to explore my skills as a campaigner.
  - E) I think the position of a climate campaigner involves extensive travel.
- 
- A) I have decided to apply for the position of a campaigner in the climate department.

Which of the following actions best represents Kelly's high job involvement?

- A) Kelly always complains about her work to her colleagues.
  - B) Kelly actively takes part in team activities and proactively takes up additional job responsibilities.
  - C) Kelly shares the organization's vision of supporting renewable energy.
  - D) Kelly dislikes the unethical practices followed by her employer.
  - E) Kelly wants to continue working for the organization because many of her college friends are working there.
- 
- B) Kelly actively takes part in team activities and proactively takes up additional job responsibilities.

- (1) According to Tengington and Hall (1971), the most difficult procedure of recruitment is: SELECTION
- (2) One of the following is a disadvantage of internal recruitment: (a) It is less expensive and saves money (b) Competent personnel may not be recruited (c) It retards the concept of bringing new ideas to the organization (d) Promotion based on seniority is not always done meritocratically (e) none of the above
- (3) The process of introduction of an individual and adapting him or her in a particular environment especially a new one is known as: ORIENTATION
- (4) The following are characteristics of a test except: (a) Validity (b) Reliability (c) Normativity (d) Standardization (e) None of the above
- (5) One of the following is not a type of test in selection: (a) Aptitude test (b) Character test (c) Achievement type (d) Intelligence test (e) Interest test
- (6) The subject theory of recruitment emphasizes one of the following: INDIVIDUAL PERSONALITY AND THE KIND OF IMAGE THE ORGANISATION HAS COULD INFLUENCE RECRUITMENT.



Christina Hutchins was recently recruited by a publishing firm in Manhattan. During her first month in the job, she demonstrated positive core self-evaluations. Which of the following did she most likely do?

- A) mentioned that she was confident about her basic competence
  - B) expressed dissatisfaction with the nature of work
  - C) set less ambiguous goals and objectives
  - D) gave up easily on tasks when faced with difficulties
  - E) did not consider her work as challenging and fulfilling
- 
- A) mentioned that she was confident about her basic competence

### Question 9

The Industrial Employment (standing orders) Act, 1946 applies to every establishment employing

Choice 1  150 workmen on any day preceding 12 months

Choice 2  100 workmen

Choice 3  150 workmen on any day preceding 12 months and the government can order by application to establishments employing less than 100.

Choice 4  150 workmen



unfavorable evaluative statements about objects, people, or events.

True



T/F: The three components of an attitude are cognition, affect, and behavior.

True

✓ Correct

Next »

Which international strategy involves establishing autonomous business units in multiple countries? There's a local responsiveness to try to meet the unique local needs of their country.

Domestic strategy

International strategy

Global Strategy



Multinational strategy

Transnational strategy

# The answer is incorrect

Score is 0.00 out of 1.00. Elapsed time is 21 sec.

#	Answer	Correct answer	Your answer
1.	Welfare Officer		
2.	Labour Officer	✓	
3.	Personnel Officer		✗

to control the different responses to dissatisfaction.

False



T/F: Creating a satisfied workforce guarantees successful organizational performance.

False

**MCQ.** Salary survey can be conducted through

1. primary data
2. secondary data
3. collective equity
4. both A and B

**Answer**

**MCQ.** Salary compression is a result of

1. monetary funds
2. interest rate
3. inflation
4. deflation

**Answer C**

**MCQ.** An theory states that employees seek balance between offered services and taken salaries is called

✓ Correct

Next »

Which international strategy involves shared vision and coordination across business units yet tailoring products to meet local country needs?

Domestic strategy

 Transnational strategy

Multinational strategy

Global Strategy

International strategy

## Feedback

Combines a global and multinational strategy.

International strategy is expanding to markets in  
multiple countries



# MCQs on Basic Factors in Determining Pay Rates

[Quiz pdf Download](#)

**MCQ.** Communications and employs' participation is part of

1. company's plan
2. strategic plan
3. vision
4. mission

**Answer A**

**MCQ.** Anchoring jobs and slotting other jobs accordingly is called

1. benchmarking jobs
2. evaluating pay scales





you want and live a happy and comfortable life, so some types of insurance can protect your possessions, income and even provide for a loved one when you are gone.

## Health Insurance

One of the most important types of insurance to have is health insurance.

---

Ad



#### 4. employee stock ownership plans

Answer

**MCQ.** Kind of pension plan in which employer's contribution is specified, in employees' retirement savings funds is classified as

1. defined benefit pension plan
2. defined contribution pension plan
3. defined noncontributory pension plan
4. deferred contribution pension plan

Answer B

**MCQ.** Process of instituting policies to enable employees to get their accumulated pension plans with ease after leaving organization is classified as

1. compatibility
2. durability
3. portability

3. process management
4. production unit

Answer

**MCQ.** Job analysis is must for employees'

1. training
2. performance appraisal
3. compensations
4. all of above

Answer

**MCQ.** Reporting relationships and working conditions related to a job is stated in

1. job descriptions
2. job analysis
3. job specifications
4. Both A and C

Answer A

**MCQ.** Personal qualities and traits required for job is stated in

1. job descriptions
2. job analysis
3. job specifications

damaged property.

- **Credit Insurance:** This type of insurance pays the loans of the policy holder in case of any accident of the policy holder or job loss or death.
- **Third Party Insurance:** This type of insurance covers damages caused by you (first party) to others (third party). For more details visit third party insurance.

Apart from these above mentioned insurance policies there are many other types of insurance policies in the market (and the list keeps on increasing) that are more or less related to these policies however providing benefits to the policy holders in a different and unique way.

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**MCQ.** An outline of chain of command and reporting relationships in form of chart, is stated in

1. organization chart
2. process chart
3. process management
4. production unit

Answer

**MCQ.** Workflow detailed picture is called

1. organization chart
2. process chart
3. process management
4. production unit

Answer

**MCQ.** Job analysis is must for employees'

1. training
2. performance appraisal
3. compensations
4. all of above

**MCQ.** A plan, having a mixture of 75% base salary and 25% incentives is classified as

1. combination plan
2. non commission plan
3. competitive plan
4. noncompetitive plan

Answer

**MCQ.** Adding incentives to job is included in

1. intrinsic motivation
2. extrinsic motivation
3. outsourced motivation
4. in-house motivation

Answer

**MCQ.** All incentive plans are surely

1. pay for performance
2. pay for skills
3. pay for tenure
4. pay for knowledge

Answer A

**MCQ.** Reward of performance must have some value for employee', is best example of

~~Life is more important~~ Money is more important if you are married and/or have children. Your life is valuable because it is what allows you to work and earn an income to provide for your family. When you are gone you create an income gap which could put your spouse or children in financial trouble.

Ad



None



Priority



All

she was working on. In addition, she has been working weekends to meet campaign milestones. She has now decided to take a month's holiday to relax and get a much-needed break. She knows that the organization will understand her need for a long holiday. Which of the following best represents Stintson's feeling?

- A) low employee engagement
- B) high perceived organizational support
- C) low organizational commitment
- D) low job involvement
- E) high interest in whistle-blowing

B) high perceived organizational support

15- \_\_\_\_\_ method of training is connected to real life problem.

- (A) Conferences
- (B) Case study
- (C) Management games
- (D) Sensitivity training

16- Personnel man must be a person who must have the following.

- (A) Sensibility
- (B) Conceptual skill
- (C) Human relation skill
- (D) All of the above



~~WORKERS AND~~

with the job. He also has spent quite a bit of time discussing unionization. In the last week, Jason has arrived at work intoxicated twice. His behavior can be classified as \_\_\_\_\_ behavior.

- A) citizenship
  - B) deviant
  - C) organizational commitment
  - D) positive affect
  - E) satisficing
- 
- B) deviant

employees believe the organization values their contribution and cares about their well-being.

- A) Psychological empowerment
  - B) Employee engagement
  - C) Perceived organizational support
  - D) Organizational commitment
  - E) Job involvement
- C) Perceived organizational support



Which of the following questions best helps understand the degree of perceived organizational support among employees?

- A) Do you believe that employee engagement has a large impact on



achieve all project milestones?

- E) Are you happy with your overall job performance?
- C) Do you see yourself working with us in the next 6 months?

- (i) the *promise* by the insured to pay premium; and
- (ii) the *promise* by the insurer to pay or compensate as per policy terms.

**Note:** 1 Where an insured event occurs before the premium promised is paid, the insured will still be entitled to insurance payment in accordance with the terms of the contract and the insurer will have a separate claim against him for the unpaid premium. However, some policies require actual payment of premium as consideration, which requirement will have the effect of overriding the said legal rule.

2 The insurer's consideration is the *promise* to pay, etc., rather than the actual payment. In many cases, no claim arises under the policy, but when the insured period ends the insurer is treated as having provided consideration, and therefore there will not be a question of the contract being void for lack of consideration leading to an entitlement to return premiums.

- (d) *Capacity to contract:* it means the legal ability to enter into a contract. With individuals, if they are *mentally disordered*, or are *minors*, the contracts they make are *generally* voidable at their option. With companies, they must not act in a way that exceeds their legal powers.
- (e) *Legality:* the subject of the agreement must be legal. A contract to kill or to commit any other crimes, for example, is not valid. Likewise, insurance on smuggled goods would also not be legally recognised. However, exceptions do exist. For instance, the courts may enforce an insurance claim in favour of an insured under an insurance contract that is illegal because the insurer was not authorised to transact the kind of insurance business in question.
- (f) *Intention to create legal relation:* to make a valid contract, each party to it must clearly have the intention that it is to have legal consequences. This seldom gives rise to any problem with insurance contracts because, unlike social or domestic agreements, commercial agreements are presumed to have been made with an intention to create legal relation.

## 2.2 THE LAW OF AGENCY

Before we commence this section, it is very important to realise that the law of agency is much wider than its application to *insurance agents* (important as that is). Therefore, in the following paragraphs, do not think only of **insurance** agents. The comments apply to every kind of **agent** (a shipping agent, an estate agent, etc.), an explanation of which immediately follows.

- (a) An *agent* in this context is a person who represents a *principal*. In insurance, the position is made a little complex because insurance intermediaries may be described as **Insurance Agents** (usually representing the insurer) or as **Insurance Brokers** (usually representing the insured/proposer), as the case may be. Within the law of agency, they are both **agents**.

**MCQ.** An outline of chain of command and reporting relationships in form of chart, is stated in

1. organization chart
2. process chart
3. process management
4. production unit

Answer

**MCQ.** Workflow detailed picture is called

1. organization chart
2. process chart
3. process management
4. production unit

Answer B

**MCQ.** Job analysis is must for employees'

1. training
2. performance appraisal
3. compensations
4. all of above

- dissonance between their job attitude and behavior
- B) the affective component of the attitude is extremely strong
  - C) there is a weak relationship between their attitude and behavior
  - D) they have a voice in decisions
  - E) they experience an emotional contagion while performing their job duties
- D) they have a voice in decisions

Based on Today's life style the list of *types of insurance* is increasing day by day. You will find a lot many numbers of new insurance policies which you might have not heard before. One of the most important and compulsory insurance for vehicle owners is: third party insurance. Read about insurance companies in india. The main **types of insurance** policies available in the market are:

- **Life Insurance:** In this policy, the insurance company pays in case of the demise of the policy holder or at the time of the maturity of the policy. Now a days a new policy has been launched by insurance companies in which you will be covered under the insurance policy even after the maturity of the policy. Read what are the different *types of life insurance and which one is*

**11-The following factor(s) affect(s) manpower planning**

- (A) Working hours
- (B) Nature of production
- (C) Performance rate
- (D) All of the above

**12-Product mix means a production programme based on**

- (A) Optimum productive capacity
- (B) Sales forecast
- (C) Both (A) and (B)
- (D) None of the above





Janice Hartley works as a writer at a fashion magazine in New York. She was recently asked by her editor to write an article on "10 must-haves for the autumn season." Her editor has now sent back the article saying it is not interesting enough to hold the attention of the reader. Janice is upset and disappointed about the feedback. Which component of an

Joseph Pierce is the managing director of Drake Coal Power Plant in North Yorkshire. He knows that coal is a major contributor to climate change and has made his research team study impacts of coal on the environment. After knowing the facts, he faces a high degree of dissonance between his values and behavior. Which of the following is he most likely to do to reduce the dissonance between his belief and behavior?

- A) get government sanction to build and develop more power plants across the country
- B) increase revenue by building power plants in developing and underdeveloped countries
- C) reassure the public that there is no correlation between environment and coal production
- D) hire more employees to fill

- A) Charles is more satisfied with his job in comparison with Anna.
  - B) Anna is more satisfied with the job than Adam.
  - C) Charles and Adam share identical levels of job satisfaction related to pay.
  - D) Elle and Adam are most likely to have a similar level of job satisfaction.
  - E) Charles and Anna have the same levels of job satisfaction in relation to their pay.
- 
- D) Elle and Adam are most likely to have a similar level of job satisfaction.



Dennis Galvan works as a campaigner at Green Earth, an environmental organization. Every

Answer

**MCQ.** Data of benefits like employees' insurance and other fringe benefits can be collected through

1. benchmark surveys
2. salary surveys
3. primary survey
4. secondary survey

Answer

**MCQ.** "each unit made by worker is paid", can be best classified as

1. time based pay
2. performance based pay
3. promotion
4. salary increments

Answer B

**MCQ.** Concession, employees gets in form of discounts in air ticket and bus fares is an example of

1. incentives
2. non direct payments
3. direct payments



Which of the following statements is most likely to be true about the major job attitudes?

- A) They are highly distinct from one another.
- B) They are generally resistant to change.
- C) They tend to overlap one another.
- D) They are not correlated to one another.
- E) They increase cognitive dissonance.
  
- C) They tend to overlap one another.



+234 809 440 2974

~Oriyomi Afolabi

Good afternoon all, pls if you forgot to go home with your CR/Adv. Tax note on Sunday, private chat me.

5:06 PM

+234 701 990 1006

~Daniel Bamidele

Please note - on SFM: the solution provided on our pack page 66 is for question 9 page 63 and not for question 11 page 65 as indicated.

5:52 PM

+234 803 840 4258

~Creme De La Creme

+234 809 440 2974

Good afternoon all, pls if you forgot to go home with your CR/Adv. Tax note on Sunday, private chat me.

When they used their packs to keep seat for people nko? How won't they forget.

Tax on a Sunday?



Type a message



are married and/or have children. Your life is valuable because it is what allows you to work and earn an income to provide for your family. When you are gone you create an income gap which could put your spouse or children in financial trouble.

Ad

**x** Incorrect

Next »

A company's ability to create more economic advantage than its competitors is?

 **comparative advantage**

**Correct answer:**

 **Competitive Advantage**

✓ Correct

Next »

Which international strategy involves not aligning with a particular country, but across countries to gain efficiencies? They don't target unique tastes and preference of individual countries?

Transnational strategy

Multinational strategy

 Global Strategy

International strategy

Domestic strategy

E) high employee engagement

C) dissatisfaction



The \_\_\_\_\_ response includes actively and constructively attempting to improve conditions, including suggesting improvements, discussing problems with superiors, and undertaking some forms of union activity

**Question 6**

Training methods are a means of attaining the desired objective in a.....

Choice 1  Particular situation

Choice 2  Learning situation

Choice 3  Desired situation

Choice 4  Company

---

**The answer is  
incorrect**

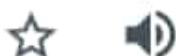
Score is 0.00 out of 1.00. Elapsed time is 24 sec.

#	Answer	Correct answer	Your answer

The theory of cognitive dissonance was proposed by \_\_\_\_\_.

- A) Abraham Maslow
- B) Leon Festinger
- C) Geert Hofstede
- D) Daryl Bem
- E) Ivan Petrovich Pavlov

B) Leon Festinger



Which of the following does cognitive dissonance indicate between two or more attitudes or between behavior and attitudes?

- A) congruity
  - B) tenacity
  - C) solidarity
  - D) consistency
  - E) incompatibility
- 
- E) incompatibility



Which of the following is true about the correlation between salary and job satisfaction?

- A) Pay is not related to job satisfaction for employees in underdeveloped countries.
  - B) Salary and perks do not have a role in overall happiness of employees from poor countries.
  - C) Pay does not play a critical role in job satisfaction when an individual reaches a level of comfortable living.
  - D) Financial perks and benefits always create job satisfaction irrespective of standards of living.
  - E) High salary level always creates organizational commitment.
- 
- C) Pay does not play a critical role in job satisfaction when an individual reaches a level of

**MCQ.** In 'job classification' group that contains jobs, which are similar in difficulty level is called

1. classes
2. grades
3. rank jobs
4. combine ratings

**Answer**

**MCQ.** Procedure of ranking jobs or grouping in clusters is included in

1. getting job information
2. combining ratings
3. ranking jobs
4. selecting and grouping jobs

**Answer D**

**MCQ.** Process of classifying, ranking jobs and assigning points to jobs is called

1. job evaluation
2. . . . .

in their employees' attitudes?

- A) They result from behavior.
  - B) They lead to self-concordance.
  - C) They give warnings of potential problems.
  - D) They result in emotional contagion.
  - E) They result in cognitive dissonance.
- 
- C) They give warnings of potential problems.

recently same post, is called

1. salary compression
2. incentive compression
3. aligned reward strategy
4. bonuses compression

Answer

**MCQ.** Calculating numerical rating and arranging each job according to skill is called

1. point method
2. job grading
3. factor comparison method
4. alternation ranking method

Answer C

**MCQ.** Jobs pay rates on basis of each individual performance is called

1. individual equity
2. pay rate equity
3. collective equity
4. procedural equity

Question 8

All of the following types of organizations are covered by the Occupational Safety and Health Act except \_\_\_\_\_

Choice 1  Federal agencies

Choice 2  Hospitals

Choice 3  Self-employed persons

Choice 4  Manufacturing facilities

Choice 5  Schools

---

The answer is

---



**Term plans** are the most basic form of life insurance. They provide life cover with no savings / profits component. They are the most affordable form of life insurance as premiums are cheaper compared to other life insurance plans.

Online term insurance plans provide pure risk cover, which explains the lower premiums. A fixed sum of money - the sum assured – is paid to the beneficiaries if the policyholder expires over the policy term. If the policyholder survives, there is no pay out.

## **Endowment plans**

Endowment plans differ from term plans in one critical aspect i.e. maturity benefit. Unlike term plans which pay out the sum assured, along with profits, only in case of an eventuality over the policy term, endowment plans pay out the sum assured under both scenarios – death and survival. However endowment plans charge higher fees / expenses reflected in the premiums. Endowment plans also come along with p



Chat to Buy Online Plan



**MCQ.** Reporting relationships and working conditions related to a job is stated in

1. job descriptions
2. job analysis
3. job specifications
4. Both A and C

**Answer A**

**MCQ.** Personal qualities and traits required for job is stated in

1. job descriptions
2. job analysis
3. job specifications
4. Both A and C

**Answer**

[Prev Quiz: Types of interview Questions Multiple](#)

**Answer**

**MCQ.** Adding incentives to job is included in

1. intrinsic motivation
2. extrinsic motivation
3. outsourced motivation
4. in-house motivation

**Answer**

**MCQ.** All incentive plans are surely

1. pay for performance
2. pay for skills
3. pay for tenure
4. pay for knowledge

**Answer**

**MCQ.** Reward of performance must have some value for employee', is best example of

1. expectancy
2. instrumentality
3. valence
4. de-expectancy

**Answer C**

promotion due to him several years ago. However, in spite of this, he speaks up to support his company's actions even when the local newspaper is criticizing them. Which of the following types of response represents his behavior?

- A) exit
  - B) voice
  - C) loyalty
  - D) neglect
  - E) acceptance
- 
- C) loyalty

Who are the individuals responsible for supervising and directing a group of employees to perform tasks (that are directly related to the creation and delivery of a company's products or services)?

Boss

 Line Manager

Assembly line

 HR manager

**MCQ.** An outline of chain of command and reporting relationships in form of chart, is stated in

1. organization chart
2. process chart
3. process management
4. production unit

**Answer A**

**MCQ.** Workflow detailed picture is called

1. organization chart
2. process chart
3. process management
4. production unit

**Answer**

**MCQ.** Job analysis is must for employees'

1. training
2. performance appraisal
3. compensations
4. all of above



L Vickky

4:10 AM

⌚ Morning

---



L I Temmy

4:07 AM

✓ Good morning

---



L Foluke 3

3:31 AM

✓ Hello

**Question 4**

Which of the following designations was suggested by the Royal Commission on Labour in its report ?

Choice 1  Welfare Officer

Choice 2  Labour Officer

Choice 3  Personnel Officer

Choice 4  All above

---

**The answer is  
incorrect**

Score is 0.00 out of 1.00. Elapsed time is 21 sec.

term focus is referred to as \_\_\_\_\_.

- A) training
- B) instruction
- C) development
- D) orientation

Answer: C Explanation: C)

Development involves learning that goes beyond today's job and prepares employees to keep pace with the organization as it changes and grows. Training provides learners with the knowledge and skills needed for their present jobs.

Which of the following statements is most likely to be true regarding cognitive dissonance?

- A) High dissonance is accompanied by high rewards.
  - B) People are less inspired to reduce dissonance when it is within their control.
  - C) People are less likely to reduce dissonance when the behavior is crucial.
  - D) People are more motivated to reduce dissonance when attitudes are important.
  - E) The desire to reduce dissonance is not affected by moods and emotions.
- 
- D) People are more motivated to reduce dissonance when attitudes are important.





4) The primary purpose of training is to \_\_\_\_\_. A) modify inappropriate behaviors B) offer feedback about job performance C) provide job-related knowledge and skills D) supplement high school and college courses

Answer: C Explanation: C) Training provides learners with the knowledge and skills needed for their present jobs. Showing a worker how to operate a lathe is an example of training.



5) Showing a worker how to operate a bulldozer or an





High levels of both job involvement and psychological empowerment are positively related to \_\_\_\_\_.

- A) withdrawal behavior
  - B) positivity offset
  - C) organizational citizenship
  - D) emotional contagion
  - E) cognitive dissonance
- 
- C) organizational citizenship

- B) low job satisfaction
  - C) high psychological empowerment
  - D) high positivity offset
  - E) low emotional contagion
- 
- B) low job satisfaction

**x Incorrect**

**Next »**

A set of underlying values and beliefs employees share that is unwritten yet understood is \_\_\_\_\_

-

\* ok

**Correct answer:**

 **Organizational culture**

D) intrinsic parts of the job



A satisfied workforce does not guarantee successful organizational performance. In order to improve organizational effectiveness, managers \_\_\_\_\_.

- A) must use 360-degrees appraisal procedures
- B) must provide classroom training
- C) must make jobs easier and targets achievable
- D) must offer periodic salary increments
- E) must try to improve employee attitudes
  
- E) must try to improve employee attitudes





3) The heart of a continuous effort designed to improve employee competency and organizational performance is referred to as \_\_\_\_\_.  
A) succession planning B)  
organizational planning C) training  
and development D)  
communicating and integrating

Answer: C Explanation: C) Training and development (T&D) is the heart of a continuous effort designed to improve employee competency and organizational performance. Succession planning is the process of ensuring that qualified people are being trained for top positions.



4) The primary purpose of training is to \_\_\_\_\_. A) modify inappropriate

✓ Correct

Next »

Which international strategy involves serving markets within a particular country?

International strategy

 Domestic strategy

Global Strategy

Multinational strategy

Transnational strategy

**✗ Incorrect**

**Next »**

Ensuring Employees have the necessary knowledge, skills, abilities and other talents to achieve work objectives falls under which of the following categories?

 **Work design and Workforce planning**

 **Managing Employee Competencies**

Managing Employee attitudes and Behaviors

Compensation and incentives

6 hours ago · Sent from Messenger

**Bakare Philip Akinbola**

Your email pls

59 minutes ago

**Mhiz Thirlanny Adegbola**

mary.adegbola@gmail.com

Pw:tolanimary

52 minutes ago · Sent from Messenger

**Bakare Philip Akinbola**

I have downloaded your exam pas.... Its on the  
6th

50 minutes ago

[See Newer Messages](#)

**MCQ.** Occasional incentives such as bonuses, sales prizes are mostly paid with the

1. salary plan
2. commission plan
3. combination plan
4. proportionate plan

**Answer**

**MCQ.** 'praise' and 'expression of approvals' in form of program are best classified as

1. social recognition program
2. performance feedback
3. fixed premium
4. financial awards

**Answer A**

**MCQ.** According to Herzberg, for creating self-motivated workforce employers should focus on the



Janice Hartley works as a writer at a fashion magazine in New York. She was recently asked by her editor to write an article on "10 must-haves for the autumn season." Her editor has now sent back the article saying it is not interesting enough to hold the attention of the reader. Janice is upset and disappointed about the feedback. Which component of an attitude is represented in this scenario?

- A) positive component
  - B) cognitive component
  - C) affective component
  - D) behavioral component
  - E) evaluative component
- 
- C) affective component

**x Incorrect**

**Next »**

support function that designs and implements company policies for managing employees

Work Design

HR manager

 HR department

 Organizational culture

**Question 1**

The study of Organizational Behavior is closely related to:

Choice 1  Human Behavior in general

Choice 2  Human Behavior at work

Choice 3  Human Psychology

Choice 4  Human-Machine Interaction

**The answer is  
correct**



#	Answer	Correct answer
1.	Particular situation	
2.	Learning situation	
3.	Desired situation	
4.	Company	



Which of the following statements represents the cognitive component of attitude?

- A) I have decided to inform my supervisor that I will be quitting my job.
- B) I intend to work during the weekend to meet the month's deadline.
- C) I feel upset about having to work during Christmas.

**7-The following principle of Personnel management stresses to make the labour partner to the business**

- (A) Principle of fair reward
- (B) Principle of joint management
- (C) Principle of Dignity of labour
- (D) Principle of team spirit

**8-Personnel policies are the \_\_\_\_\_ of the organization.**

- (A) Constitution
- (B) Epic
- (C) Foundation
- (D) None of the above

**9-The following is not Principle of Personal**



5) Showing a worker how to operate a bulldozer or an administrative assistant how to schedule appointments are examples of \_\_\_\_\_. A) training B) development C) morale improvement D) behavioral development

Answer: A Explanation: A) Training provides learners with the knowledge and skills needed for their present jobs. On the other hand, development involves learning that goes beyond today's job and prepares employees to keep pace with the organization as it changes and grows.



concerning rewards, is understanding toward their needs and requirements, and allows them to have a voice in decisions. Bryan's attitude toward his organization is indicative of \_\_\_\_\_.

- A) emotional contagion
  - B) positivity offset
  - C) perceived organizational support
  - D) cognitive dissonance
  - E) self-concordance
- 
- C) perceived organizational support



### Aron Plc

Aron issued one million convertible bonds on 1 January 20X5. The bonds had a term of three years and were issued with a total fair value of \$100 million which is also the par value. Interest is paid annually in arrears at a rate of 6% per annum and bonds, without the conversion option, attracted an interest rate of 9% per annum on 1 January 20X5. The company incurred issue costs of \$1 million. If the investor did not convert to shares they would have been redeemed at par. At maturity all of the bonds were converted into equity shares on the basis of \$20 of loan note for 5 equity shares of \$1 of Aron. No bonds could be converted before that date. The directors are uncertain how the bonds should have been accounted for up to the date of the conversion on 31 December 20X8 and have been told that the impact of the issue costs is to increase the effective interest rate to 9.38%.

**Required**

Show the financial statements extract for the three year ended to 31<sup>st</sup> December 20X8.

**SOLUTION**

### Aron Plc

#### Statement of profit or loss extract for the year ended 31<sup>st</sup> May

	20x6	20x7	20x8
	\$	\$	\$
Finance costs	8,579,149	8,821,073	9,137,639

#### Statement of financial position extract as at 31<sup>st</sup> May

	20x6	20x7	20x8
	\$	\$	\$
<b>Equity</b>			
Ordinary shares of \$1 each	-	-	25,000,000
Share premium	-	-	75,000,000
Retained earnings	-	-	7,537,860
Other equity component	7,537,860	7,537,860	-



Which of the following questions best helps understand an employee's organizational commitment?

- A) Do you feel you have a good working relationship with team members?
- B) Do you feel the organization will take care of you and your family in times of need?
- C) Do you enjoy your work even in

Am a type dat like searching about all parts of body both external and internal especially lady

8:23 AM

so dat day i was searching a topic, 'how to knw if a girl is a virgin or not'

8:25 AM

so during d searching, i undestood dat if a girl av sex 4 d first time,she might bleed and she may nt c any sign of blood, but am nt dat clear,

8:27 AM

So as i was still searching,i saw a word 'hymen' dat if a girl isdisvirgin d hymen will cut, and d gal will c sumtin liket flesh in her vaging

8:29 AM

But if she's still a virging d hymen will still be there normal like moon shape, but no image 4 d explanation cos my phone is small and is nt clear

8:31 AM

So i was d onli one at home dat day, so i decided to use mine as d



Type a message



4	<b>Unit Linked Insurance Plans</b>	ULIP is a life insurance product, which provides risk cover for the policy holder along with investment options to invest in any number of qualified investments.
5	<b>Money Back Policy</b>	Money back plan is a life insurance product as well as an investment plan which provides life insurance cover against death of the policy holder along with periodic returns as a percentage of sum assured.

## What are the various types of life insurance?

There are two basic types of life insurance policies viz. Traditional Whole Life and Term Life Insurance. A whole life is a policy you pay till death of the policy holder and term life is a policy for a fixed amount of time.

The basic types of life insurance policies are:

**Term insu**

Term plans



Chat to Buy Online Plan



Answer

**MCQ.** Fair procedures perceived for allocation of job pay rates is included in

1. procedural equity
2. pay rate equity
3. primary equity
4. individual equity

Answer A

[Prev Quiz: Human Resource Management Multiple Choice Questions](#)

[Next Quiz: Improving Coaching Skills Multiple Choice Questions](#)



**MCQ.** In management by objectives, goals are set by

1. supervisor and subordinates
2. top management
3. departmental managers
4. all of above

Answer

**MCQ.** Downside of management by objectives is

1. time consuming
2. large capital is needed
3. large pool of human capital is required
4. both A and B

Answer A

Prev Quiz: Money and Motivation Multiple  
Choice Questions

To all my friends that think I've cut them off

We're adults & busy. No reason to be in constant contact with you to prove my friendship to you. Just know when/if you need me, I'm here.

Total JAMB

Score: 240

JAMB

Registration

Number:

## Application Process Information

Notice:

Screening

Venue: ICT (CYBER ZONE B)

Screening Date: FRIDAY 6TH OCTOBER 2017 16:30

Date: PM

Screening

Score (%): 55

Aggregate Score:

58  
Score (%): (average of relative JAMB and  
PUTME scores)

Password: set

## Application Fee Payment Tickets

Payment Id	Creation Date	Payment Date	Category
p5047004817023	2017-09-06 13:21:21	2017-09-06 13:23:25	Application Fee

# MCQs on Using management by objectives

[Quiz pdf Download](#)

**MCQ.** First step in management by objectives is to

1. set departmental goals
2. set organizational goals
3. set individual goals
4. discuss departmental goals

**Answer B**

**MCQ.** In management by objectives, goals are set by

1. supervisor and subordinates
2. top management



15



## Solution 17: In the Books of XYZ Ltd.

Hire Purchase Trading Account (at HPP)

Dr for the year ended March  
31st, 2008 Cr

	Rs		Rs
Stock with HP customer Account	15,600	Cash Account	1,36,000
Installment Due Account		Goods Repossessed Account	3,600
Goods Sold on HP basis Account		Stock Reserve Account(1)	
Stock Reserve Account(2)	9,000	Goods Sold on HP basis Account(2)	3,000
Hire Purchase Expenses Account		Installment not due/Stock with HP customers Account	42,000
P & L Account (Profit)	1,82,000	Installment Due	
			78,000
	18,000		
	8,000		20,000
	50,000		
	2,81,200		2,81,200

1. Loading on Opening Stock =  $15,600 \times 30/130 = 3600$ .

2. Loading on goods sold on HP =  $1,82,000 \times 30/130 = 42,000$ .

3. Loading on closing stock =  $78,000 \times 30/130 = 18,000$





Which of the following, if true,  
would most strengthen the  
argument that Sonia is experiencing  
cognitive dissonance?

- A) She believes that cosmetics help boost women's self-confidence.
- B) She believes that testing products on animals is an unethical practice.
- C) She majored in pharmacology as part of her master's degree

**3-Which of the following is (are) true?**

- (A) Principles of general management are applicable to personnel management
- (B) Personnel management considers that labour is a lifeful item
- (C) Personnel management deals with the relations of personnel towards management
- (D) All of the above

**4-Personnel management is a (an)**

- (A) Approach
- (B) Point of view
- (C) Technique of thinking
- (D) All of the above

 Incorrect

Next »

In a \_\_\_\_\_ strategy, jobs are geared toward creativity or customer service, employees hired with specific skills and new perspectives, jobs require cooperation, creativity, and knowledge sharing, and pay is based on individual potential or team accomplishments.

\* ok

Correct answer:

 Differentiation strategy

- e) One of the ff's is not a factor affecting recruitment  
Spiritual Factors
- (a) type of the organization (b) leader personality  
(c) of the organization (d) spiritual factors  
D. Social factors

- i) One of the ff's is not an advantage of internal recruitment  
Person Factor IT CAN ENCOURAGE EMPLOYEES TO BE CONTENT ON THE JOB
- (a) It serves as a motivational tool for deserving employees. It helps in building loyalty within the workforce.
  - (b) It helps in building loyalty within the workforce.
  - (c) It can encourage employees to be compliant on the job.
  - (d) It is less expensive and saves time for the organization
  - (e) It helps employees in building their careers

- ii) The most important step, to be taken before recruitment exercise is conducted in an organization is PROPER FORECASTING OF THE ADEQUATE MANPOWER REQUIREMENT

- ii) According to Volder (1972), the ff's factors must be noted in any personnel policy; ALL OF THE ABOVE
- a) To assure each and employee of the organization's interest in his personal goals and employment objectives
  - (b) To provide each and every employee with an open road and encouragement in continuing the development of his talents

# MCQs on Introduction Orienting and Training Employees

[Quiz pdf Download](#)

**MCQ.** Teaching of current or employees with skills needed to perform effectively on job is

1. training
2. negligent training
3. both A and B
4. none of above

**Answer A**

**MCQ.** Formulating SMART performance training objectives is included in

1. need analysis
2. instructional design





Job dissatisfaction is more likely to translate into \_\_\_\_\_ when employees feel or perceive they have many available alternatives and when employees have high human capital.

- A) high productivity
- B) employee engagement
- C) increased customer satisfaction
- D) turnover
- E) organizational citizenship

# MCQs on Basics of Job Analysis

Quiz

pdf Download

**MCQ.** A list; consisting job duties and responsibilities is part of

1. job descriptions
2. job analysis
3. job specifications
4. both A and C

Answer

**MCQ.** Determining duties and characteristics of positions to be staffed is

1. job descriptions
2. job analysis
3. job specifications
4. both A and C

Answer B

**MCQ.** Determining type of people, which a company needs for job is referred as

1. job descriptions

and skills

- (c) To be fair with employees in terms of promotion, transfer and punishment.
  - (d) To carefully observe the letter and spirit of the relevant public policy on hiring and employment relations
  - (e) All of the above
- 12) When going for a job interview, a candidate should do one of the ffg; RESEARCH THE ORGANISATION.
- 13) The core competence of a candidate in a recruitment, selection and placement exercise is assessed from one of the ffg;  
SKILL, KNOWLEDGE & ABILITY



Which of the following is true with regard to moderating variables in attitude relationships?

- A) Attitudes that our memories can easily access are more likely to predict our behavior.
  - B) General attitudes tend to predict particular or specific behaviors.
  - C) Attitudes are less likely to be remembered if frequently expressed or talked about.
  - D) The relationship between an attitude and a behavior is weaker if an attitude involves a direct relation to personal experience.
  - E) Conflicts between attitudes and behavior occur when there are no social pressures.
- 
- A) Attitudes that our memories can easily access are more likely to predict our behavior.

their perceived autonomy is termed as \_\_\_\_\_.

- A) psychological empowerment
  - B) organizational dissent
  - C) organizational commitment
  - D) employee engagement
  - E) secondary action
- A) psychological empowerment

However, because of the recent economic meltdown, she makes the management pay workers a wage which is below ethical standards. In addition, the working conditions are below standards because of low investment in safety equipment. She knows her actions are unethical but continues to do so to avoid major losses. Jonas is most likely to be experiencing \_\_\_\_\_.

- A) cognitive dissonance
  - B) emotional contagion
  - C) ethical evasion
  - D) self-concordance
  - E) positivity offset
- 
- A) cognitive dissonance

A) employee engagement



Which of the following is most likely to be a characteristic of disengaged employees?

- A) They feel a deep connection for their organization.
- B) They have a sense of passion for their work.
- C) They have the lowest levels of

To all my friends that think I've cut them off

We're adults & busy. No reason to be in constant contact with you to prove my friendship to you. Just know when/if you need me, I'm here.

4. (finance) Contract or arrangement reducing one's exposure to risk (for example the risk of price movements or interest rate movements).

*The asset class acts as a **hedge**.*

*A **hedge** is an investment position intended to offset potential losses/gains that may be incurred by a companion investment. In simple language, a **hedge** is used to reduce any substantial losses/gains suffered by an individual or an organization.*

5. (UK) Used attributively, with figurative indication of a person's upbringing, or professional activities taking place by the side of the road.
- [third-rate](#). ▼ [show](#)



the most difficult

23) The objective theory of recruitment emphasizes that:  
The conditions available in the organization like pay incentives, rewards  
Individual growth will determine if a candidate will accept the job.

recruitment;  
it is less  
24) A good recruitment policy must be both Employee and Product  
Oriented

and may not

ing one below to 25) All of the following concepts facilitate recruitment process except: MERIT  
not always done. PEPIT (a) Merit (b) Sons and daughters of the soil (c) Grafting  
(d) Personal Influence (e) Right attitude

and adapting

a new one is  
25) In a curriculum vitae, one of the following is not recorded in the  
bio-data section: DATE OF GRADUATION (a) Date of birth  
b) Job distribution (c) marital status (d) Place of origin (e) Date of graduation

NEGATIVITY

tion (e) Hesitating 27) All but one is a pitfall that a job candidate must avoid in  
an interview arrangement; Croaking with a copy of the candidate's C.V.

CHAPTER 6 (e) Going to the

pride and 28) The following except one is expected in an orientation programme for  
new employee: DISCUSSION OF NIGERIA POLITICS

one of the  
THE ORGANISATION

29) One of the following is not a general source of recruitment:  
NATIONAL BUREAU OF EMPLOYMENT (a) Higher institution, Colleges  
and Universities (b) Employment agencies (c) National Bureau of  
employment (d) Opportunity from within the organization.

Question 9 / 44

✓ Correct

Next »

Which of the following are not environmental influences?

Technology

Globalization

Labor force trends

 Employee concerns

Ethics and Social  
Responsibilities

sec.

#	Answer	Correct answer	Your answer
1.	150 workmen on any day preceding 12 months		
2.	100 workmen		Ø
3.	150 workmen on any day preceding 12 months and the government can order by application to establishments employing less than 100.	✓	
4.	150 workmen		

**Question 10**   Section 19 of Factories Act discusses about the -----



Which of the following statements is true about measuring job satisfaction?

- A) The single global rating system is not very time consuming.
  - B) The summation of job facets approach takes into account cognitive dissonance experienced by employees.
  - C) The summation of job facets approach prevents managers from zeroing in on problems.
  - D) The summation of job facets approach involves responding to one particular question.
  - E) The single global rating approach is rarely used for measuring job satisfaction.
- 
- A) The single global rating system is not very time consuming.

Kim Anderson works as a campaign manager at an environmental organization in Ottawa. In the past few months, she has noticed that one team member, Janice Kenneth, has shown a lot of potential as the next project lead. However, Anderson heard from the grapevine that Kenneth may be quitting the job. She now needs to know whether she has the intention to lead the campaign in the next few months, which are crucial months for the campaign. Which of the following questions would best help Anderson understand Kenneth's intention toward the project?

- A) How do you like your job on the



4. paired comparison method

Answer

**MCQ.** Step in which employer and employee discuss performance and plans for future is

1. defining job
2. training session
3. feedback session
4. interview sessions

Answer

**MCQ.** A rating scale which enlists traits and performance values is called

1. graphic rating scale method
2. management by objectives
3. alternation ranking method
4. in-house development

Answer

1. benchmark surveys
2. salary surveys
3. primary survey
4. secondary survey

Answer

**MCQ.** "each unit made by worker is paid", can be best classified as

1. time based pay
2. performance based pay
3. promotion
4. salary increments

Answer

**MCQ.** Concession, employees gets in form of discounts in air ticket and bus fares is an example of

1. incentives
2. non direct payments
3. direct payments
4. salary increments

Answer B

**MCQ.** Providing new employees with basic information regarding background is

1. employee orientation
2. employee training
3. both A and B
4. none of above

**Answer**

**MCQ.** When an employee harms a third party because of inadequate employee training, it is called

1. training
2. negligent training
3. both A and B
4. none of above

**Answer B**

Prev Quiz: Techniques for Appraising Performance Multiple Choice Questions  
Next Quiz: Money and Motivation Multiple Choice Questions

policy even after the maturity of the policy. Read what are the different types of life insurance and which one is good for you.

- **Property Insurance:** This insurance helps you to prevent the losses against theft, fire, burglary or any natural calamity like Earthquake, Floods etc. based on the points mentioned in the policy.
- **Health Insurance:** Health Insurance consists of a package of various types of insurance related to health. For example Medical Insurance is one the major part of health insurance however in most of the cases, dental issues are not covered in this policy so there is another Dental Insurance policy which covers dental problems and is also a part of health insurance. The subcategory of health insurance also involves the injuries or accident at workplace insurance benefits.
- **Auto Insurance:** Any financial loss due to accident of a vehicle is covered

E) positivity offset

A) employee withdrawal



Rashid is dissatisfied at work. He feels he is paid too little and asked to do too much. To compensate for his perceived unjust pay, he regularly takes work supplies, such as computer ink cartridges, staplers, and reams of paper, home for personal use. Rashid's behavior is an example of \_\_\_\_\_.

A) employee OCB

B) customer satisfaction

C) high productivity

D) turnover rate

E) deviant behavior

E) deviant behavior



**✗ Incorrect**

**Next »**

Which justice is achieved when the determination that the process used to make decisions, rewards, and resolution of disputes is viewed as fair?

Distributive justice

 Interaction Justice

 Procedural justice

None of the above

- B) Job satisfaction
- C) Absenteeism
- D) Turnover rate
- E) Cognitive dissonance

B) Job satisfaction



Job dissatisfaction is more likely to translate into \_\_\_\_\_ when employees feel or perceive they have many available alternatives and when employees have high human capital.

- A) high productivity
  - B) employee engagement
  - C) increased customer satisfaction
  - D) turnover
  - E) organizational citizenship behavior
- D) turnover

# MCQs on Money and Motivation

Quiz pdf

Download

**MCQ.** A plan, having a mixture of 75% base salary and 25% incentives is classified as

1. combination plan
2. non commission plan
3. competitive plan
4. noncompetitive plan

Answer A

**MCQ.** Adding incentives to job is included in

1. intrinsic motivation
2. extrinsic motivation
3. outsourced motivation
4. in-house motivation

# The answer is incorrect

Score is 0.00 out of 1.00. Elapsed time is 26 sec.

#	Answer	Correct answer	Your answer
1.	Max Weber		Ø
2.	Gary Dessler		
3.	Stephen Robbins		
4.	Fred Luthans	✓	

## Question 3

As per ID Act 1947, "-----" means the failure, refusal or inability of an employer on account of shortage of coal, power or raw materials or the accumulation of stocks or the

Answer

**MCQ.** Pension plan, in which specific amount of profit is transferred to employees account, that are payable at time of retirement or death is classified as

1. deferred profit sharing plan
2. savings and thrift plan
3. cash balance plans
4. early retirement window

Answer

**MCQ.** Pension plans, in which specific percentage of an employee's pay is contributed by an employer are classified as

1. cash balance plans
2. severance pay plans
3. early retirement window plans
4. employee stock ownership plans

Answer A

**MCQ.** Kind of pension plan in which employer's contribution is specified, in employees' retirement savings funds is classified as

1. defined benefit pension plan
2. defined contribution pension plan
3. defined noncontribution pension plan

**MCQ.** First step in 'Job ranking' evaluation method is to

1. obtain job information
2. select and group jobs
3. select compensable factors
4. rank jobs

**Answer**

**MCQ.** Situation in which senior employees' salaries are lesser than recruited employees, for recently same post, is called

1. salary compression
2. incentive compression
3. aligned reward strategy
4. bonuses compression

**Answer A**

**MCQ.** Calculating numerical rating and arranging each job according to skill is called

1. point method
2. job grading
3. factor comparison method
4. alternation ranking method

E) self-concordance

A) employee engagement



Which of the following is most likely to be a characteristic of disengaged employees?

- A) They feel a deep connection for their organization.
  - B) They have a sense of passion for their work.
  - C) They have the lowest levels of turnover.
  - D) They put in time but give no attention to their work.
  - E) They proactively take up responsibilities.
- 
- D) They put in time but give no attention to their work.



## SOLUTION 4

### (a) i. Earnings Per Share

- Earnings are profits available for equity holder. Earnings per share is a measure of the amount of earnings in a financial period for each equity share.

$$\text{EPS} = \frac{\text{Net profit attributable to ordinary shareholders}}{\text{Weighted average no of ordinary shares outstanding during the period}}$$

#### Importance

- EPS is used by investors as a measure of the performance of companies in which they invest or wish to invest.
- It reveals a lot about the financial health of the company.
- It helps in the choice of shares or stocks to acquire.
- It serves as input in the calculation of Price Earnings Ratio.
- It gives a more accurate picture of the actual returns to investors than reported profits.
- EPS can have a significant effect on a company's share price.
- EPS serves as a means of assessing the stewardship and management of the company.

### ii. Price Earnings Ratio (P/E) Ratio

- Price Earnings Ratio is a measure of the company's current share price (market price) in relation to the EPS.

$$\text{P/E Ratio} = \frac{\text{Market Price of Share}}{\text{EPS}}$$

#### Importance

- It can be used by investors to determine whether the share is expensive or cheap.
- It is an indication of the future strength of the company's performance.
- A high P/E Ratio gives the investors confidence in the stock, and they are prepared to pay high price for the stock.
- Higher P/E Ratio is an indication of a strong corporate governance in a company.
- It indicates the ability of the company to pay high and stable dividends to shareholders.

phase

d. Turnaround  
phase

4. Comfortable  
with ambiguity

The correct answer is

(A) a-3, b-4, c-2, d-1

(B) a-3, b-4, c-1, d-2

(C) a-2, b-3, c-4, d-1

(D) a-4, b-3, c-2, d-1

19-\_\_\_\_\_ means limitation of organized action.

(A) Organizing

(B) Controlling

(C) Directing

(D) Planning



The most important thing a manager can do to raise employee satisfaction is to focus on \_\_\_\_\_.

- A) employee pay
  - B) benefits
  - C) work hours
  - D) intrinsic parts of the job
  - E) employee productivity
- D) intrinsic parts of the job



A satisfied workforce does not guarantee successful organizational performance. In order to improve organizational effectiveness,





Charles, Anna, Elle, and Adam are college friends and work in New York City. Comfortable living in New York occurs at about \$40,000 a year. Charles makes \$24,000 a year, Anna makes \$30,000 a year, Elle makes \$50,000 a year, and Adam makes \$75,000 a year. Which of the following is most likely to be true with reference to correlation between pay and job satisfaction?

- A) Charles is more satisfied with his job in comparison with Anna.
- B) Anna is more satisfied with the job than Adam.
- C) Charles and Adam share identical levels of job satisfaction related to pay.
- D) Elle and Adam are most likely to have a similar level of job



E) acceptance

B) voice



Maria Womack works for a bank in Michigan and is dissatisfied with the way her manager treats her. She is planning to quit her job and find a new position with another competitor bank. Her action represents the \_\_\_\_\_ response.

A) exit

B) voice

C) loyalty

D) neglect

E) acceptance

A) exit



Steve Werner is unhappy with his

provides financial coverage to the policy holder for a specific time period.

---

The policyholder pays regular premiums until his death, upon which the corpus is paid out to the family.

---

Endowment plans pay out the sum assured under both scenarios - death and survival

---

ULIP is a life insurance product, which provides risk cover for the policy holder along with investment options to invest in any number of qualified investments.

---

Money back plan is a li



submits his resignation and soon joins a startup organization, at a senior position. Which of the following best explains this situation?

- A) Ben felt the hike was unwarranted.
- B) Ben, though highly skilled, lacked ambition.
- C) Ben was motivated by the prospect of extrinsic rewards.
- D) Ben found his work to be routine and monotonous.
- E) Ben was gunning for a position at the competing firm all along.

D) Ben found his work to be routine and monotonous.



Which of the following questions best helps understand an employee's organizational

In a \_\_\_\_\_ strategy, jobs are narrowly focused and emphasize standardized and repetitive actions, behaviors are fairly well understood, individuals are hired with basic skills, and employees are paid based on jobs they perform.

\* ok

Correct answer:

 Low-Cost strategy

competence, the meaningfulness of their jobs, and their perceived autonomy is known as psychological empowerment.

True



T/F: An individual's involvement with, satisfaction with, and enthusiasm for the work he or she does is known as employee engagement.

True

**MCQ.** A plan, having a mixture of 75% base salary and 25% incentives is classified as

1. combination plan
2. non commission plan
3. competitive plan
4. noncompetitive plan

Answer

**MCQ.** Adding incentives to job is included in

1. intrinsic motivation
2. extrinsic motivation
3. outsourced motivation
4. in-house motivation

Answer B

**MCQ.** All incentive plans are surely

1. pay for performance
2. pay for skills
3. pay for tenure
4. pay for knowledge

Answer

**MCQ.** Reward of performance must have some value for employee', is best example of

3. intrinsic hygiene's
4. extrinsic hygiene's

Answer

**MCQ.** Public recognition such as an award in organized function is best classified as an example of

1. financial awards
2. non-financial rewards
3. proportional award
4. fixed award

Answer

**MCQ.** Occasional incentives such as bonuses, sales prizes are mostly paid with the

1. salary plan
2. commission plan
3. combination plan
4. proportionate plan

Answer B

**MCQ.** 'praise' and 'expression of approvals' in form of program are best classified as

1. social recognition program
2. performance feedback

---

**MCQ.** Teaching of current or employees with skills needed to perform effectively on job is

1. training
2. negligent training
3. both A and B
4. none of above

Answer

**MCO.** Formulating SMART performance training

**MCQ.** Employees' pension plan, in which employees contribute a portion of earning into fund is classified as

1. cash balance plans
2. early retirement window
3. deferred profit sharing plan
4. savings and thrift plan

**Answer**

**MCQ.** Pension plan, in which specific amount of profit is transferred to employees account, that are payable at time of retirement or death is classified as

1. deferred profit sharing plan
2. savings and thrift plan
3. cash balance plans
4. early retirement window

**Answer A**

**MCQ.** Pension plans, in which specific percentage of an employee's pay is contributed by an employer are classified as

1. cash balance plans
2. severance pay plans
3. early retirement window plans
4. employee stock ownership plans

conditions are considered as

1. hygiene's
2. DE motivators
3. intrinsic hygiene's
4. extrinsic hygiene's

Answer

**MCQ.** Public recognition such as an award in organized function is best classified as an example of

1. financial awards
2. non-financial rewards
3. proportional award
4. fixed award

Answer B

**MCQ.** Occasional incentives such as bonuses, sales prizes are mostly paid with the

1. salary plan
2. commission plan
3. combination plan



A) the degree to which employees identify with the organization they work for and its goals

B) the state of discord caused by opposition of values between people working together

C) the degree to which an employee's sense of cognitive dissonance is related to his/her job

D) the employee's degree of disagreement or differential opinions about organizational practices

E) the degree to which employees believe their work impacts their organization significantly

A) the degree to which employees identify with the organization they work for and its goals



The human resource department of

organizations knowledge can be classified as

1. pay for knowledge
2. skill-based pay
3. time based pay
4. Both A and B

Answer

**MCQ.** In new approach of jobs pay rates, employers are focusing on

1. employee's family name
2. employee's competency
3. employee's performance
4. employee's equity

Answer B

**MCQ.** Requirement of paying men and women equal wages for comparable jobs is called

1. comparable worth
2. incomparable worth
3. definable worth



T/F: Asking employees how they feel about key elements in a job and then adding the results to create an overall job satisfaction score is the single global rating approach to job satisfaction.

False



T/F: The relationship between pay and job satisfaction virtually disappears when one earns a pay package sufficient for or more than the comfortable living amount.

True



was recently asked by her editor to write an article on "10 must-haves for the autumn season." Her editor has now sent back the article saying it is not interesting enough to hold the attention of the reader. Janice is upset and disappointed about the feedback. Which component of an attitude is represented in this scenario?

- A) positive component
  - B) cognitive component
  - C) affective component
  - D) behavioral component
  - E) evaluative component
- 
- C) affective component

3. collective equity
4. both A and B

Answer

**MCQ.** Salary compression is a result of

1. monetary funds
2. interest rate
3. inflation
4. deflation

Answer

**MCQ.** An theory states that employees seek balance between offered services and taken salaries is called

1. equity theory of motivation
2. equity theory of salaries
3. equity theory of wages
4. equity theory of compression

Answer A

**MCQ.** Determining job's worth in comparison of other job is called

1. job description
2. job specification
3. job evaluation

range of responsibilities each one of us has.

C) Even though I only work in the production department, it's good to know that my feedback gets considered during our interactive in-house sessions.

D) The challenging nature of the work and the thoughtful and generous way the firm treats its staff has made Healthy Eating the best place I have ever worked in.

E) My company offers me good perks and benefits.

A) I am a great believer in the importance of a healthy diet and this is why I am glad to be working for a company that is trying to make simple, healthy food available to all.

Sarah Mayer works as a security officer and is in charge of keeping track of who is in the office at any given time. She notices that some employees do not sign out of the office when they go out for meals, which makes it difficult to keep track of attendance of employees. Even though Mayer has repeatedly asked the employees to sign out, they have not followed her advice. She now decides to report the issue to her supervisor. Which of the following components of an attitude is being demonstrated by Mayer?

- A) affective
  - B) behavioral
  - C) positive
  - D) cognitive
  - E) knowledge
- B) behavioral

3. training employees
4. all of above

Answer

**MCQ.** Human resource department plays/serves as

1. advisory role
2. line authority
3. hiring department only
4. training department only

Answer A

**MCQ.** Ranking of all employees, measuring a specific trait such as communicating is measured in

1. graphic rating scale method
2. management by objectives
3. alternation ranking method
4. paired comparison method

Answer

**MCQ.** Step in which employer and employee discuss performance and plans for future is

1. defining job
2. training session

Question	Correct Answers
a. Growth Phase	1. Motivate people
b. Industry Shift phase	2. Visualize picture
c. Major integration phase	3. Clear Vision

Which of the following questions best helps understand the degree of perceived organizational support among employees?

- A) Do you believe that employee engagement has a large impact on productivity?
- B) Do you believe there is sufficient employee engagement in your department?
- C) Do your beliefs align with the organization's vision and long-term goals?
- D) Do you feel the long-term goals on sustainable work practices are workable?
- E) Do you feel the organization has sufficient recognition rewards to value good work?
  
- E) Do you feel the organization has sufficient recognition rewards to value good work?

**MCQ.** According to Herzberg, job working conditions are considered as

1. hygiene's
2. DE motivators
3. intrinsic hygiene's
4. extrinsic hygiene's

2. incentive compression
3. aligned reward strategy
4. bonuses compression

Answer

**MCQ.** Calculating numerical rating and arranging each job according to skill is called

1. point method
2. job grading
3. factor comparison method
4. alternation ranking method

Answer

**MCQ.** Jobs pay rates on basis of each individual performance is called

1. individual equity
2. pay rate equity
3. collective equity
4. procedural equity

Answer A

**MCQ.** Fair procedures perceived for allocation of job pay rates is included in

1. procedural equity
2. pay rate equity

B) Employees have high education and ability.



Job dissatisfaction and antagonistic relationships with co-workers predict a variety of behaviors organizations find undesirable, including unionization attempts, substance abuse, undue socializing, and tardiness. These behaviors are indicators of a broader syndrome called \_\_\_\_\_.

- A) employee withdrawal
- B) organizational commitment
- C) job involvement
- D) cognitive dissonance
- E) positivity offset

A) employee withdrawal

- **Auto Insurance:** Any financial loss due to accident of a vehicle is covered under the auto insurance policy. Sometimes the expenses on the medicines for treating injuries and all other medical expenditure are also covered under this policy.
- **Travel Insurance:** Loss of personal belongings while traveling, medical coverage, delays in the travel are all part of the travel insurance policy.
- **Insurance at Amusement Points:** This is a one of the new kinds of insurance policy (not very popular in India) where in you are insured against the equipments that you are using at the amusement joints. For example: if you are using boats for an independent boat ride , then they will charge you with some extra money for an property loss(say \$5) and in case of any property damage you will not be liable to pay any amount required to repair the damaged property.
- **Credit Insurance:** This type of

13-Satisfactory resolution of the disputes may avoid the following

- (A) None co-operative actions
- (B) Ill will
- (C) Strikes
- (D) All of the above

14-If the productive man hours lost are less, their available productive hours will be

- (A) More
- (B) Less
- (C) Same
- (D) None of the above

15-\_\_\_\_\_ method of training is connected to real life problem.

Which of the following, if true, would weaken the argument that Sonia is experiencing cognitive dissonance?

- A) She believes that beauty is merely a superficial aspect of one's personality.
  - B) She does not wear makeup as she is aware of the ingredients that go into making these products.
  - C) She recently attended a presentation on the harmful effects of certain chemicals used in cosmetics.
  - D) She believes that research and testing are an integral part of providing consumers with safe products.
  - E) She feels that this field of work does not allow her to utilize her full potential.
- D) She believes that research and

- 3) One of the following is not a selection procedure: Blind {Other Security} (a) One screening (b) Employment test (c) long interview (d) background skills investigation (d) Policy {other security screening} (e) physical examination would be
- 3) A selection technique which enables an employer to view the suitability of an individual and directly compare him/her behaviour about what is known as: BEHAVIOURAL ANALYSIS
- 3) In a
- 3) The following is not a type of interview except: PERSONALITY INTERVIEW (a) Personality interview (b) Structured interview (c) Unstructured interview (d) Stress interview (e) Panel interview (f) Action interview



Sarah Mayer works as a marketing executive and has been unhappy with her job profile for several months now. Over the months, she has regularly discussed with her manager how her skills lie in administrative tasks instead of in marketing. In addition, she discusses how she can make a smooth transition into the administrative role. Which type of response is Mayer using in this situation?

- A) exit
  - B) voice
  - C) loyalty
  - D) neglect
  - E) performance
- 
- B) voice



**20- Following are the types of audit in personnel department.**

- (A) Audit of managerial compliance
- (B) Audit of employee satisfaction
- (C) Audit of Corporate strategy
- (D) All of the above

**Answers:**

1-(C), 2-(D), 3-(D), 4-(D), 5-(C), 6-(D), 7-(B), 8-(A), 9-(D), 10-(D), 11-(D), 12-(C), 13-(D), 14-(A), 15-(B), 16-(D), 17-(D), 18-(A), 19-(C), 20-(D)

[\*\*← Multiple Choice Questions \(MCQ\) on Management study\*\*](#)

month, his organization arranges a team outing where they indulge in football and other team-building activities. The human resource department ensures that there are regular interactions between employees through team dinners and cultural events. According to the information given in this case, which of the following is most likely to be the reason for Galvan's high level of satisfaction toward his job?

- A) salary packaging
  - B) promotion and growth
  - C) constructive dismissal
  - D) social context
  - E) profile of work
- 
- D) social context

- accused of a wrongdoing
- E) deciding to fire an employee because of underperformance
- D) feeling hurt at being unfairly accused of a wrongdoing



Johanna Rouse feels disheartened because she was not selected for the campaign exchange program in Amsterdam. Which component of

Mrs Sirleaf, 70, who is stepping down at the end of two terms, hailed the election as a success.

"We believe that all Liberians are ready for this process. I thank them for participating in this process," she said.

Liberia, which was founded by freed US slaves in the 19th Century, has not had a smooth transfer of power in 73 years.

Ms Sirleaf took office in 2006, after her predecessor, Charles Taylor, was forced out of office by rebels in 2003, ending a long civil war.

Taylor is currently serving a 50-year prison sentence in the UK for war crimes related to the conflict in neighbouring Sierra Leone.

Mr Weah, 51, has chosen Taylor's ex-wife Jewel Howard Taylor as his running mate.

---

## Related Topics

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The human resource department of Healthy Eating, a chain of health food stores, recently conducted a survey to analyze employee commitment. Which of the following statements is most likely to indicate a high degree of organizational commitment?

- A) I am a great believer in the importance of a healthy diet and this is why I am glad to be working for a company that is trying to make simple, healthy food available to all.
- B) I enjoy working for Healthy Eating because of the growth prospects that it offers and the wide range of responsibilities each one of us has.
- C) Even though I only work in the production department, it's good to know that my feedback gets

## Ordinary Level First Sitting Record

Full Name: BAKARE PRECIOUS MORADEKE

Exam

Number: 4282052049

Exam Date: 05/06/2017

Exam Type: WAEC

Exam              Economics: Credit (C4)

Results:          Government: Credit (C4)

                    Literature in English: Credit (C6)

                    Civic Education: Excellent (A1)

                    English Language: Credit (C6)

                    Yoruba: Good (B3)

                    Mathematics: Credit (C5)

                    Catering Craft Practice: Credit (C6)

## Ordinary Level Second Sitting Record

Full Name:

Exam

Number:

Exam Date:

Exam Type: -

Exam

Results: -

## JAMB Data

Subjects      English : 58, Government : 48,  
and Scores: literature in English : 69, Christian  
                    Religious Studies : 65 ==> Total  
                    Score: 240

Total JAMB

Lillian Stintson works for a global women's rights organization. In the past few months, she has traveled across the globe for the campaign she was working on. In addition, she has been working weekends to meet campaign milestones. She has now decided to take a month's holiday to relax and get a much-needed break. She knows that the organization will understand her need for a long holiday. Which of the following best represents Stintson's feeling?

- A) low employee engagement
  - B) high perceived organizational support
  - C) low organizational commitment
  - D) low job involvement
  - E) high interest in whistle-blowing
- B) high perceived organizational support

**Question 3**

As per ID Act 1947, "-----" means the failure, refusal or inability of an employer on account of shortage of coal, power or raw materials or the accumulation of stocks or the break-down of machinery or natural calamity or for any other connected reason to give employment to a workman whose name is borne on the muster-rolls of his industrial establishment and who has not been retrenched

Choice 1  lay-off

Choice 2  lock out

Choice 3  closure

Choice 4  removal

value economic rewards over and above opportunities for growth.

C) Employees are stifled by the degree of centralized control and bureaucracy within the organization.

D) Employees feel that their employer does not value them enough to make investments in them.

E) Employees feel excluded from organizational issues that have an influence on them.

D) Employees feel that their employer does not value them enough to make investments in them.



Which of the following statements is true about measuring job satisfaction?

A) The single global rating system is



✓ Correct

Next »

A plan for achieving a competitive advantage that influences how employees add value, impacts types of jobs employees perform, and affects attitudes and behaviors employees display is?

Employee concerns

Company characteristics

Organizational culture



Strategy

Organizational demands

## Whole life policy

A [whole life insurance](#) policy covers a policyholder over his life. The main feature of a whole life policy is that the validity of the policy is not defined so the individual enjoys the life cover throughout his life. The policyholder pays regular premiums until his death, upon which the corpus is paid out to the family. The policy expires only in case of an eventuality as there is no pre-defined policy tenure.

## Money back policy

A [money back policy](#) is a variant of the endowment plan. It gives periodic payments over the policy term. To that end, a portion of the sum assured is paid out at regular intervals. If the policy holder survives the term, he gets the balance sum assured. In case of death over the policy term, the beneficiary gets the full sum assured.

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Need of Life



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Antonio Guillermo's wife was recently diagnosed with breast cancer. Guillermo had to take a considerable amount of time off work to care for their children, and he was late in completing his portion of a large project.

Guillermo never feared that his job was in jeopardy because of his absences or his delay in completion of work. Name the major job attitude associated with this example.

- A) psychological empowerment
  - B) perceived organizational support
  - C) organizational commitment
  - D) employee engagement
  - E) job involvement
- B) perceived organizational support



1) What percentage of externally hired executives in the private sector fail within the first 18 months?

A) less than 15% B) over 50% C)

nearly 25% D) up to 40%

D) up to 40%

Explanation: D) Although considerable time, effort, and money are spent recruiting top talent, companies often do a poor job of onboarding new executives.

As a result, up to 40 percent of externally hired executives in the private sector fail within the first 18 months and many others who are recruited from outside the firm leave within five years.



has decided to just wait and give his supervisor some time until conditions improve. Henry's response to this problem is termed as \_\_\_\_\_.

- A) exit
  - B) voice
  - C) loyalty
  - D) neglect
  - E) ratification
- C) loyalty



Susan Daniels works for an event management company and is discontent with her job because she was passed over for a promotion. She has now composed a list of concerns and plans to discuss the issue with her supervisor. Daniels' response to the problem is referred to as

admission into the institution and it is stated as below:

# How to calculate UNILAG Post-UTME and UTME aggregate Mark

- O'Level ==> 20%
- UTME ==> 50%
- Post UTME ==> 30%

Calculate It Thus: For O'level

A1 = 4 points

B2 = 3.6 points

B3 = 3.2 points

C4 = 2.8 points

C5 = 2.4 points

C6 = 2.0 points

Calculate your 5 Core subjects only

For UTME/JAMB Score:

- Divide your JAMB/UTME Score By 8

For Post I UTME Score:



## MCQs on Retirement Benefits

Quiz pdf

Download

**MCQ.** Employees' pension plan, in which employees contribute a portion of earning into fund is classified as

1. cash balance plans
2. early retirement window
3. deferred profit sharing plan
4. savings and thrift plan

2. incomparable worth
3. definable worth
4. indefinable worth

Answer

**MCQ.** An employer; not paying for title of job he was hired is called

1. pay based on company's profit
2. pay based on company's stocks
3. pay based on competency
4. pay based on time

Answer C

[Prev Quiz: Money and Motivation Multiple Choice Questions](#)

[Next Quiz: Improving Coaching Skills Multiple Choice Questions](#)

firm in Indonesia and strongly believes that it is important that workers' rights be respected. However, because of the recent economic meltdown, she makes the management pay workers a wage which is below ethical standards. In addition, the working conditions are below standards because of low investment in safety equipment. She knows her actions are unethical but continues to do so to avoid major losses. Jonas is most likely to be experiencing \_\_\_\_.

- A) cognitive dissonance
  - B) emotional contagion
  - C) ethical evasion
  - D) self-concordance
  - E) positivity offset
- 



**x** Incorrect

Next »

Which of the following expands the money supply?

Lower Taxes

Reduce Spending

**x** Spend More

**✓** Raise Interest Rates

T/F: The affective component of attitude is the emotional, or feeling, segment of an attitude.

True



T/F: The cognitive component of an attitude describes an intention to behave in a certain way toward someone or something.

False



T/F: According to Festinger, people seek consistency between their attitudes and their behaviors.

True



1. training
2. performance appraisal
3. compensations
4. all of above

Answer

**MCQ.** Reporting relationships and working conditions related to a job is stated in

1. job descriptions
2. job analysis
3. job specifications
4. Both A and C

Answer

**MCQ.** Personal qualities and traits required for job is stated in

1. job descriptions
2. job analysis
3. job specifications
4. Both A and C

Answer C

Prev Quiz: Types of interview Questions Multiple

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## EDUCATION

2007-2013

PRIMA SOA INTERNATIONAL COLLEGE

*West African Senior Secondary School Certificate Examination (WASSCE).*

## WORK EXPERIENCE

JAN 2016- JULY 2017

EPHPHATHA COMPREHENSIVE COLLEGE, IKORODU, LAGOS STATE.

*Clerical assistant*

APR 2015-DEC 2015

NEW VINE COMPREHENSIVE COLLEGE, IKORODU, LAGOS STATE.

*Clerical and Special Duties*

SEPT 2013-MAR 2015

MUIBAK ALUMINIUM COMPANY

Apprenticeship Programme

## SKILLS

- Record keeping skills;
- Management Skills;
- Effective communication and interpersonal relationship skills;

## HOBBIES AND INTEREST

- Community services;
  - Learning new skills;
  - Reading;
- REFEREES  
• Mr Agbeetan Babatunde T.  
Federal College of Education, (T) Akoko,  
Deputy Provost Office  
Tel: 07069052991



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