

Solved by Admin Askari, Admin Rajpoot and Dua Smile

Paper # 01

MIDTERM EXAMINATION

Fall 2009

HRM627 - Human Resource Development

Question No: 1 (Marks: 1) - Please choose one

The ability to manage one's own emotions and impulses is called:

- . Self-awareness
- . Self-motivation

Self-management page 7

- . Self monitoring

Question No: 2 (Marks: 1) - Please choose one

If Mr. A has a belief that "discrimination is wrong", then what will be his feeling about a person who discriminates against minorities?

- . Appreciates him
- . Like him

Does not like him page 5

- . Starts fighting with him

Question No: 3 (Marks: 1) - Please choose one

An individual who is shy and withdrawn, and focuses on understanding the world is described as an:

Introvert page 6

- . Sensing
- . Perceptive
- . Intuitive

Question No: 4 (Marks: 1) - Please choose one

Negative inequity is generated when an individual feels that he/ she received a reward which is:

- . More than that of other people
- . Equal to that of others
- . Not sufficient for his/ her needs

Less than that of other people page 22 (in equity person compares with the relevant person)

Question No: 5 (Marks: 1) - Please choose one

From 1985 to 2000, the number of most authoritarian countries in the world declined from:

- . 80 to 64
- . 65 to 10

67 to 26 page 41

Good Luck from VU Askari HRM Team!!!

. 42 to 12

Question No: 6 (Marks: 1) - Please choose one

According to the Big-Five Model, which of the following is the personality dimension that explains the degree to which someone is imaginative, artistically sensitive, and intellectual?

. Extraversion

. Openness to experience page 7

. Conscientiousness

. Emotional stability

Question No: 7 (Marks: 1) - Please choose one

In his research, Herzberg asked his respondents to:

. Indicate when they felt exceptionally good or bad about their job

. Complete a well-known satisfaction inventory

• Identify hygiene factors

. Indicate the level of their morale

[http://books.google.com.pk/books?](http://books.google.com.pk/books?id=CkqeSb7JH0IC&pg=PA195&lpg=PA195&dq=In+his+research,+Herzberg+asked+his+respondents+to&source=bl&ots=Ja4NM-IbylI&sig=CCw_E7rleCm1i0LR7JyzweBRIBE&hl=en&ei=xbiQTammEYOyuAOI_6GvDQ&sa=X&oi=book_result&ct=result&resnum=4&ved=0CCUQ6AEwAw#v=onepage&q=respondents%20to&f=false)

[id=CkqeSb7JH0IC&pg=PA195&lpg=PA195&dq=In+his+research,+Herzberg+asked+his+respondents+to&source=bl&ots=Ja4NM-IbylI&sig=CCw_E7rleCm1i0LR7JyzweBRIBE&hl=en&ei=xbiQTammEYOyuAOI_6GvDQ&sa=X&oi=book_result&ct=result&resnum=4&ved=0CCUQ6AEwAw#v=onepage&q=respondents%20to&f=false](http://books.google.com.pk/books?id=CkqeSb7JH0IC&pg=PA195&lpg=PA195&dq=In+his+research,+Herzberg+asked+his+respondents+to&source=bl&ots=Ja4NM-IbylI&sig=CCw_E7rleCm1i0LR7JyzweBRIBE&hl=en&ei=xbiQTammEYOyuAOI_6GvDQ&sa=X&oi=book_result&ct=result&resnum=4&ved=0CCUQ6AEwAw#v=onepage&q=respondents%20to&f=false)

page 195

Question No: 8 (Marks: 1) - Please choose one

“Can you shed some light on it?” is a common expression based on:

. Auditory sub-modalities

. Kinesthetic sub-modalities

. Gustatory sub-modalities

. Visual sub-modalities page 38

Question No: 9 (Marks: 1) - Please choose one

A worker with perceived negative inequity is likely to change work inputs or

. Leave the situation

. Ask for a raise

. Work more hours

. Come to work early

Question No: 10 (Marks: 1) - Please choose one

Human development index considers all of the following variables, EXCEPT:

. Adult education page 64& 65

. Life expectancy

- . Literacy
- . Standard of living

Question No: 11 (Marks: 1) - Please choose one

Which of the following is true about a group?

- . Interacting individuals who come together to achieve particular goals
- Interdependent individuals who come together to achieve particular goals

Interacting and interdependent individuals who come together to achieve particular goals page 53

- . Two or more interacting and interdependent individuals

Question No: 12 (Marks: 1) - Please choose one

Human development index of Nepal was 0.534 in 2005, published in 2007 and is:

- . Increasing page 66

Decreasing

- . Constant
- . Facing change

Question No: 13 (Marks: 1) - Please choose one

Good Political Governance emphasizes the role of:

- . Accountability and Efficiency
- . Transparency and Effectiveness
- . Accountability and Transparency sure
- Effectiveness and Efficiency

Question No: 14 (Marks: 1) - Please choose one

Sustainable Human Resource Development can be attained and sustained only when the people at large have access to:

- . Information
- . Knowledge decision making
- . Empowerment and decision implementation

All of the given options page 58

Question No: 15 (Marks: 1) - Please choose one

Human Development Index (HDI) is a:

Comparative measure page 64

- . Proportional measure
- . Distributive measure
- . Relativistic measure

Question No: 16 (Marks: 1) - Please choose one

A '7' degree on the freedom scale used in World Freedom Reports means that the country is:

- . Free

. Least free page 69

- . In consideration to be freed
- Moderately free

Question No: 17 (Marks: 1) - Please choose one

Work teams are _____ made up of interdependent individuals who are responsible for attainment of a goal.

Formal groups page 53

- . Informal groups
- . Unstructured groups
- . Sample group

Question No: 18 (Marks: 1) - Please choose one

People who are low on neuroticism are:

More stable page 16

- . Less stable
- . Unstable
- . None of the given options

Question No: 19 (Marks: 1) - Please choose one

For determining the degree of freedom, Nations are ranked on a scale of ____ on several questions.

. 0 – 4 page 69

- . 0 – 5
- . 1 – 4
- 1 – 10

Question No: 20 (Marks: 1) - Please choose one

Which of the following is a process that gives meaning to our environment by organizing and interpreting our sensory impressions?

. Locus of control

Perception page 9

- . Selectivity
- . Self-monitoring

Question No: 21 (Marks: 1) - Please choose one

Which of the following is not the trait of people high on Intrinsic Motivation (IM)?

. Well planned

. Self determined not sure

Self directed

- . Risk taker

Question No: 22 (Marks: 1) - Please choose one

According to Maslow, which of the following are considered to be higher-order needs?

- . Self-actualisation and Safety

- . Self-actualisation and Existence
- . Esteem and Relatedness
- . Esteem and Self-actualisation page 21

Question No: 23 (Marks: 1) - Please choose one

Hertzberg's theory does not include:

- . Satisfiers
 - . Hygiene factors
 - . Equity page 21
- Job content factors

Question No: 24 (Marks: 1) - Please choose one

Which of the following expressions is based on kinesthetic sub-modality?

- . Junaid's room is in an apple-pie order
- . She sung so well
- . Ali was completely immersed to his mid-term exams

Chinese food does not magnetize his taste

Question No: 25 (Marks: 1) - Please choose one

When we find a student guilty of using unfair means in exam and conclude that all the students are cheaters, corresponds to:

Stereotyping page 10

- . Halo effect
- Attitude
- . Behavior

Question No: 26 (Marks: 1) - Please choose one

If you don't study for an exam because you don't think it will help your exam grade, this refers to which component of Expectancy theory?

- . Valence
- . Instrumentality
- Expectancy
- . Effort

Question No: 27 (Marks: 1) - Please choose one

The element of motivation that is 'an internal state and makes certain outcomes attractive' is referred as:

- . A drive
- An effort
- . A goal
- . A need page 21

Question No: 28 (Marks: 1) - Please choose one

Goal setting theory states that in order to have superior motivators, goals should be:

Specific and challenging page 22

- . General and encouraging
- . So hard that they are beyond the employee's skills level
- . So that they can be easily reached

Question No: 29 (Marks: 1) - Please choose one

Job sharing and telecommuting are two forms of _____ work schedules.

- . Compressed
- . Strict

. Flexible page 23

- . All of the given options

Question No: 30 (Marks: 1) - Please choose one

When full-time production employees work for "10-hour days" each week, their company is using _____.

- . Flextime
- . Telecommuting
- . Job sharing

A compressed workweek page 23

Paper # 02

MIDTERM EXAMINATION

Spring 2010

HRM627- Human Resource Development

Question No: 1 (Marks: 1) - Please choose one

Temperature, clothes and environment etc. relates to:

- ▶ Gustatory Sub modalities
- ▶ Auditory Sub modalities
- ▶ **Kinesthetic Sub modalities page 38**
- ▶ Visual Sub modalities

Question No: 2 (Marks: 1) - Please choose one

Which of the followings is part of the attitude that refers to the beliefs, opinions, knowledge or information held by a person?

- ▶ **Cognitive component page 5**
- ▶ Behavioral component
- ▶ Affective component
- ▶ Environmental component

Question No: 3 (Marks: 1) - Please choose one

If Mr. B has a belief that “discrimination is wrong” and he starts avoiding Mr. C because he discriminates against women. This refers to which of the following?

- ▶ Affective component
- ▶ Cognitive component
- ▶ **Behavioral component page 5**
- ▶ Environmental component

Question No: 4 (Marks: 1) - Please choose one

An individual who is shy and withdrawn, and focuses on understanding the world is described as an:

- ▶ **Introvert page 6**
- ▶ Sensing
- ▶ Perceptive
- ▶ Intuitive

Question No: 5 (Marks: 1) - Please choose one

Degree to which people like or dislike themselves is known as:

- ▶ Self-monitoring
- ▶ Locus of control
- ▶ **Self-esteem page 8**
- ▶ Stereotyping

Question No: 6 (Marks: 1) - Please choose one

The performance of which type of people will decrease under monotonous conditions?

- ▶ Low on extraversion
- ▶ **High on extraversion page 13**
- ▶ Low on conscientiousness
- ▶ High on conscientiousness

Question No: 7 (Marks: 1) - Please choose one

According to the Big-Five Model, which of the following is the personality dimension that explains the degree to which someone is imaginative, artistically sensitive, and intellectual?

- ▶ Extraversion
- ▶ **Openness to experience page 7**
- ▶ Conscientiousness
- ▶ Emotional stability

Question No: 8 (Marks: 1) - Please choose one

The need level immediately preceding self-actualisation in Maslow’s hierarchy of needs theory is:

- ▶ Social
- ▶ Safety
- ▶ **Esteem page 21**

- ▶ Security

Question No: 9 (Marks: 1) - Please choose one

Impersonal communication occurs when:

- ▶ We interact spontaneously with other people
- ▶ We practice other-centered communication
- ▶ **We treat people as objects page 24**
- ▶ We interact spontaneously and practice other-centered communication

Question No: 10 (Marks: 1) - Please choose one

According to Watzlawick, Beavin and Jackson, interpersonal communication has _____ levels of meaning.

- ▶ Three
- ▶ Four
- ▶ Five
- ▶ **Two page 25**

Question No: 11 (Marks: 1) - Please choose one

From 1985 to 2000, the number of most democratic countries in the world increased from:

- ▶ 40 to 56
- ▶ 56 to 74
- ▶ **44 to 82 page 41**
- ▶ 82 to 93

Question No: 12 (Marks: 1) - Please choose one

What is the type of conflicts that supports a group's goals and improves its performance?

- ▶ Dysfunctional conflict
- ▶ **Functional conflict**
- ▶ Task conflict
- ▶ Relationship conflict

Functional conflicts support the goals of a group, improve its performance and are constructive in nature. Dysfunctional conflicts hinder the performance of a group and are destructive in nature.

Article Source: <http://EzineArticles.com/5832775>

<http://ezinearticles.com/?The-Rationale-Behind-Conflict-Management!&id=5832775>

Question No: 13 (Marks: 1) - Please choose one

Which of the following power is an influence that is based on expertise, special skills, or knowledge?

- ▶ Reward power
- ▶ Coercive power
- ▶ Legitimate power

► **Expert power (hrm624 page 91 & 92)**

Question No: 14 (Marks: 1) - Please choose one

Which of the following dimensions of trust deals with willingness to freely share ideas and information?

► **Openness**

- Loyalty
- Consistency
- Integrity

http://www.slidefinder.net/t/teamwork_jos%C3%A9_onofre_montesa_andr%C3%A9s/20765023/p2

Question No: 15 (Marks: 1) - Please choose one

Which stage of group development is characterized by intragroup conflict?

- Norming
- **Storming page 53**
- Adjourning
- Forming

Question No: 16 (Marks: 1) - Please choose one

Which of the following is true about a group?

- Interacting individuals who come together to achieve particular goals
- Interdependent individuals who come together to achieve particular goals
- **Interacting and interdependent individuals who come together to achieve particular goals page 53**
- Two or more interacting and interdependent individuals

Question No: 17 (Marks: 1) - Please choose one

Which of the following is NOT a type of teams?

- Functional team
- **Focus team page 55**
- Cross functional team
- Virtual team

Question No: 18 (Marks: 1) - Please choose one

Human development index (HDI) varies within certain Minimum and Maximum limits. A HDI at 0.4 is considered as:

- Average development
- **Low development page 66**
- High development
- Intermediate development

Question No: 19 (Marks: 1) - Please choose one

Human development index of Pakistan was 0.551 in 2005, published in 2007 and is:

► **Increasing**

- Decreasing
- Constant
- Excellent

http://en.wikipedia.org/wiki/List_of_countries_by_Human_Development_Index

http://www.newworldencyclopedia.org/entry/List_of_countries_by_Human_Development_Index

Question No: 20 (Marks: 1) - Please choose one
Human development index of Nepal was 0.534 in 2005, published in 2007 and is:

► **Increasing**

- Decreasing
- Constant
- Facing change

http://www.newworldencyclopedia.org/entry/List_of_countries_by_Human_Development_Index

Question No: 21 (Marks: 1) - Please choose one
Governance is a process of:

► **Decision making and decision implementing page 58**

- Decision implementing and decision monitoring
- Decision making and decision processing
- Decision making and decision monitoring

Question No: 22 (Marks: 1) - Please choose one
Sustainable Human Resource Development can be attained and sustained only when the people at large have access to:

- Information
- Knowledge decision making
- Empowerment and decision implementation
- **All of the given options page 58**

Question No: 23 (Marks: 1) - Please choose one
Human Development Index (HDI) is a:

► **Comparative measure page 64**

- Proportional measure
- Distributive measure
- Relativistic measure

Question No: 24 (Marks: 1) - Please choose one

According to McClelland's three needs theory of motivation, a good salesperson can probably high in which need?

► **Need for achievement page 21**

- Need for power
- Need for affiliation
- All of the given option

People who have a higher nACH would probably make better entrepreneurs or salespeople

<http://www.sykronix.com/tsoc/courses/pm/mclel.htm>

Question No: 25 (Marks: 1) - Please choose one

Which of the following states that 'employers should use reward systems that are fair and open, conforming to both distributive and procedural justice perceptions of the employees'?

- Expectancy theory
- Reinforcement theory
- **Equity theory**
- Attribution theory

Question No: 26 (Marks: 1) - Please choose one

Job sharing and telecommuting are two forms of _____ work schedules.

- Compressed
- Strict
- **Flexible page 23**
- All of the given options

Question No: 27 (Marks: 1) - Please choose one

Scholars estimate that nonverbal behaviour contributes _____ to the total meaning of communication.

- 10% to 25%
- 30% to 45%
- 50% to 63%
- **65% to 93% page 28**

Question No: 28 (Marks: 1) - Please choose one

When we find a student guilty of using unfair means in exam and conclude that all the students are cheaters, corresponds to:

- **Stereotyping page 10**
- Halo effect
- Attitude
- Behavior

Paper # 04

MIDTERM EXAMINATION

Spring 2009

HRM627- Human Resource Development

Question No: 1 (Marks: 1) - Please choose one

Which of the following relates to developing people and the circumstances around them?

- ☐ Human resource management
- ☒ Human resource development page 2
- ☐ Strategic human resource management
- ☐ Personnel administration

Question No: 2 (Marks: 1) - Please choose one

People make things happen but they require a set of _____ to do so.

Values

Traditions

☒ Circumstances page 2

Principles

Question No: 3 (Marks: 1) - Please choose one

Which of the following does not come under the negative pole of agreeableness?

☐ Hostility

☒ Warm page 14

☐ Disdainful

☐ Bossy

Question No: 4 (Marks: 1) - Please choose one

The positive pole of openness to experience includes all of the following, EXCEPT:

☐ Cultured

☐ Intelligent

☒ Simple page 16

☐ Imaginative

Question No: 5 (Marks: 1) - Please choose one

In his research, Herzberg asked his respondents to:

☒ Indicate when they felt exceptionally good or bad about their job

☐ Complete a well-known satisfaction inventory

☐ Identify hygiene factors

☐☐Indicate the level of their morale

http://books.google.com.pk/books?id=CkqeSb7JH0IC&pg=PA195&lpg=PA195&dq=-In+his+research,+Herzberg+asked+his+respondents+to&source=bl&ots=Ja4NMCw_E7rleCm1i0LR7JyzweBRIBE&hl=en&ei=xbiQTammEYOyuAOI_6IbyI&sig=CGvDQ&sa=X&oi=book_result&ct=result&resnum=4&ved=0CCUQ6AEwAw#v=onepage&q=respondents%20to&f=false
page 195

Question No: 6 (Marks: 1) - Please choose one

A maintenance worker at a nuclear power plant recognizes that her job is important to society at large. This is an example of which core dimension of the job characteristics model?

☐☐Skill variety

☐☐Task identity

☐☐Autonomy

☐☐Task significance page 22

Question No: 7 (Marks: 1) - Please choose one

Paralanguage refers to which of the following?

☐☐Two different languages

☐☐Two different meanings in one language

☐☐Various meanings in various languages

☐☐Vocal messages of pitch, rate and loudness page 30

Question No: 8 (Marks: 1) - Please choose one

When the sender of a message does not get the expected response from the receiver, _____ transaction occurs.

☐☐Crossed page 33

☐☐Complementary

☐☐Ulterior

☐☐Apparent

Question No: 9 (Marks: 1) - Please choose one

Which period/century is labeled as the “Century of Democracy”?

☐☐Renaissance period

☐☐19th century

☐☐20th century page 41

☐☐21st century

Question No: 10 (Marks: 1) - Please choose one

In which country, the leaders are expected to be paternalistic towards the employees?

☒ **Korea**

☐ America

☐ Pakistan

☐ Japan

Consider the following: Korean leaders are expected to be paternalistic toward employees.

<http://gm.xmu.edu.cn/ews/business/management/chapter17.htm>

Question No: 11 (Marks: 1) - Please choose one

Which of the following is true about a group?

☐ Interacting individuals who come together to achieve particular goals

☐ Interdependent individuals who come together to achieve particular goals

☒ **Interacting and interdependent individuals who come together to achieve particular goals page 53**

☐ Two or more interacting and interdependent individuals

Question No: 12 (Marks: 1) - Please choose one

A HDI (Human Development Index) _____ is considered to represent low development.

☒ **Below 0.5 page 66**

☐ 0.8 or more

☐ Between 0 and 1

☐ Below 0

Question No: 13 (Marks: 1) - Please choose one

Human development index of Bangladesh was 0.551 in 2005, published in 2007 and is:

☒ **Increasing**

☐ Decreasing

☐ Constant

☐ Facing big change

http://www.newworldencyclopedia.org/entry/List_of_countries_by_Human_Development_Index

Question No: 14 (Marks: 1) - Please choose one

Human development index of Nepal was 0.534 in 2005, published in 2007 and is:

☐ ☐ **Increasing**

☐ ☐ Decreasing

☐ ☐ Constant

☐ ☐ Facing change

http://www.newworldencyclopedia.org/entry/List_of_countries_by_Human_Development_Index

Question No: 15 (Marks: 1) - Please choose one

All of the following are characteristics of good governance, EXCEPT:

☐ ☐ Equity

☐ ☐ **Dependability page 58**

☐ ☐ Consensus

☐ ☐ Participation

Question No: 16 (Marks: 1) - Please choose one

Human Development Index (HDI) is a:

☐ ☐ **Comparative measure page 64**

☐ ☐ Proportional measure

☐ ☐ Distributive measure

☐ ☐ Relativistic measure

Question No: 17 (Marks: 1) - Please choose one

Which of the following is not a proposition of Personality & Intrinsic Motivation (IM) Link?

☐ ☐ People high on conscientiousness would be high on IM

☐ ☐ People high on Extraversion would be high on IM

☐ ☐ **People high on Agreeableness would have moderate IM (in handouts, only high IM is mentioned.)**

☐ ☐ People high on Neuroticism would be high in IM

Question No: 18 (Marks: 1) - Please choose one

According to the report in 2003 by Freedom House, which country was dubbed as not free?

☐ ☐ Nigeria

☐ ☐ **North Korea page 69**

☐ ☐ Pakistan

☐ ☐ Mozambique

Question No: 19 (Marks: 1) - Please choose one

Work teams are _____ made up of interdependent individuals who are responsible for attainment of a goal.

Formal groups page 53

- ☐ Informal groups
- ☐ Unstructured groups
- ☐ Sample group

Question No: 20 (Marks: 1) - Please choose one

Which of the following is a type of work teams that operates without a manager and is responsible for a complete work process or segment?

Self-managed Team page 55

- ☐ Functional team
- ☐ Cross functional team
- ☐ Virtual team

Question No: 21 (Marks: 1) - Please choose one

Which of the following is not a component of attitude?

- ☐ Cognition
- ☐ Affect
- ☐ Behavior

Opinion page 5

Question No: 22 (Marks: 1) - Please choose one

Which of the following is not the trait of people high on Intrinsic Motivation (IM)?

- ☐ Well planned
- ☒ Self determined
- ☐ Self directed
- ☐ Risk taker

Question No: 23 (Marks: 1) - Please choose one

If you don't study for an exam because you don't think it will help your exam grade, this refers to which component of Expectancy theory?

- ☐ Valence
- ☒ Instrumentality
- ☐ Expectancy
- ☐ Effort

Question No: 24 (Marks: 1) - Please choose one

The element of motivation that is 'an internal state and makes certain outcomes attractive' is referred as:

- ☐ A drive
- ☐ An effort
- ☐ A goal
- ☒ A need page 21

Question No: 25 (Marks: 1) - Please choose one

Which of the following is among the factors that Herzberg listed as hygiene factors, or dissatisfies?

- ☐ A sense of achievement
- ☐ An increased sense of responsibility
- ☒ Good working conditions
- ☐ Intrinsic rewards

Question No: 26 (Marks: 1) - Please choose one

Goal setting theory states that in order to have superior motivators, goals should be:

- ☒ Specific and challenging page 21 & 22
- ☐ General and encouraging
- ☐ So hard that they are beyond the employee's skills level
- ☐ So that they can be easily reached

Question No: 27 (Marks: 1) - Please choose one

When full-time production employees work for "10-hour days" each week, their company is using _____.

- ☐ Flextime
- ☐ Telecommuting
- ☐ Job sharing
- ☒ A compressed workweek page 23

Question No: 28 (Marks: 1) - Please choose one

The fact that we may receive several nonverbal messages at once, it indicates that nonverbal communication is:

- ☐ Ambiguous
- ☐ Distracting
- ☒ Multi-channeled page 28
- ☐ Non-linguistic

Question No: 29 (Marks: 1) - Please choose one

Which of the following expressions is based on kinesthetic sub-modality?

- ☐ Junaid's room is in an apple-pie order
- ☐ She sung so well
- ☐ Ali was completely immersed to his mid-term exams
- ☒ Chinese food does not magnetize his taste

Question No: 30 (Marks: 1) - Please choose one

Which one of the following is the modality of Neuro-linguistic programming?

- ☐ Artifacts
- ☐ Chronemics
- ☒ Kinesthetic page 36 & 38
- ☐ Haptics

Paper # 05

MIDTERM EXAMINATION HRM627 - Human Resource Development

Question No: 1 (Marks: 1) – Please choose one

If Mr. A has a belief that “discrimination is wrong”, then what will be his feeling about a person who discriminates against minorities?

- . Appreciates him
- . Like him
- ☒ Does not like him page 5
- . Starts fighting with him

Question No: 2 (Marks: 1) – Please choose one

The ability to manage one's own emotions and impulses is called:

- . Self-awareness
- . Self-motivation
- ☒ Self-management page 7
- . Self monitoring

Question No: 3 (Marks: 1) – Please choose one

Which of the following is the most extensively researched trait of Big five model?

- . Conscientiousness
- . Emotional stability
- ☒ Extraversion page 13
- . Agreeableness

Question No: 4 (Marks: 1) – Please choose one

The positive pole of extraversion includes all of the following, EXCEPT:

- . Sociability
- . Assertiveness

. Logical page 13

. Gregarious

Question No: 5 (Marks: 1) – Please choose one

Which of the following does not come under the negative pole of agreeableness?

. Hostility

. Warm page 14

. Disdainful

. Bossy

Question No: 6 (Marks: 1) – Please choose one

Asking someone the meaning of his statement is an example of:

. Verbal aggressiveness

. Rejection

. Metacommunication

. Insensitivity

Question No: 7 (Marks: 1) – Please choose one

Which of the following is the most powerful nonverbal cue?

. Silence

. Touch

. Eye contact page 25

. Facial expression

Question No: 8 (Marks: 1) – Please choose one

Transactional Analysis is supported by the philosophy that:

. People can change

. We all have a right to be in the world and be accepted

. Quality of work life can be improved

. All of the given options page 31

Question No: 9 (Marks: 1) – Please choose one

Which period/century is labeled as the “Century of Democracy”?

. Renaissance period

. 19th century

. 20th century page 41

. 21st century

Question No: 10 (Marks: 1) – Please choose one

Which of the following power is an influence that is based on expertise, special skills, or knowledge?

. Reward power

. Coercive power

. Legitimate power

. Expert power (from hrm624)

Question No: 11 (Marks: 1) – Please choose one

Which of the following power arises because of a person's desirable resources or personal traits?

- . Reward power
- . Coercive power
- . Referent power**
- . Expert power

Referent power

Power that arises because of a person's desirable resources or personal traits.

<http://www.leader-values.com/Content/glossary.asp?Letter=R>

Question No: 12 (Marks: 1) – Please choose one

Which stage of group development is characterized by intragroup conflict?

- . Norming
- . Storming page 53**
- . Adjourning
- . Forming

Question No: 13 (Marks: 1) – Please choose one

Which of the following is true about a group?

- . Interacting individuals who come together to achieve particular goals
- . Interdependent individuals who come together to achieve particular goals
- . Interacting and interdependent individuals who come together to achieve particular goals page 53**
- . Two or more interacting and interdependent individuals

Question No: 14 (Marks: 1) – Please choose one

Human development index of Bangladesh was 0.551 in 2005, published in 2007 and is:

- . Increasing**
- . Decreasing
- . Constant
- . Facing big change

Question No: 15 (Marks: 1) – Please choose one

Which of the following is NOT an aspect of Sustainable Human Development?

- . Empowerment
- . Responsiveness page 58**
- . Sustainability
- . Equity

Question No: 16 (Marks: 1) – Please choose one

Governance is a process of:

. Decision making and decision implementing page 58

- . Decision implementing and decision monitoring
- . Decision making and decision processing
- . Decision making and decision monitoring

Question No: 17 (Marks: 1) – Please choose one

“Doing an activity or behavior voluntarily for its own sake, for the inherent satisfaction and pleasure derived from participation” well defines:

. Intrinsic Motivation page 17

- . Extrinsic Motivation
- . Conscientiousness
- . Machiavellianism

Question No: 18 (Marks: 1) – Please choose one

The term “Gross National Happiness” was coined in:

- . 1950
- . 1965
- . 1972 page 73**
- . 1985

Question No: 19 (Marks: 1) – Please choose one

If we activate our aerobic system with proper exercise and diet, we burn which of the following as primary fuel?

- . Carbohydrates
- . Vitamins
- . Fats page 56**
- . Proteins

Question No: 20 (Marks: 1) – Please choose one

Which of the following exercises do NOT maintain the increased heart rate for 20 or more minutes?

- . Biking
- . Swimming
- . Aerobic dancing
- . Yoga page 56**

Question No: 21 (Marks: 1) – Please choose one

Which of the following is a type of work teams that operates without a manager and is responsible for a complete work process or segment?

. Self-managed Team page 55

- . Functional team
- . Cross functional team
- . Virtual team

Question No: 22 (Marks: 1) – Please choose one

Hertzberg’s theory does not include:

- . Satisfiers
- . Hygiene factors
- . **Equity page 21**
- . Job content factors

Question No: 23 (Marks: 1) – Please choose one

When full-time production employees work for “10-hour days” each week, their company is using _____.

- . Flextime
- . Telecommuting
- . Job sharing
- . **A compressed workweek page 23**

Question No: 24 (Marks: 1) – Please choose one

_____ is communication that is vocal but does not use words.

- . Haptics
- . **Paralanguage page 30**
- . Non verbal
- . Verbal

Question No: 25 (Marks: 1) – Please choose one

The fact that we may receive several nonverbal messages at once, it indicates that nonverbal communication is:

- . Ambiguous
- . Distracting
- . **Multi-channeled page 28**
- . Non-linguistic

Question No: 26 (Marks: 1) – Please choose one

Which of the following expressions is based on kinesthetic sub-modality?

- . Junaid’s room is in an apple-pie order not sure
- . She sung so well
- . Ali was completely immersed to his mid-term exams
- . **Chinese food does not magnetize his taste**

Question No: 27 (Marks: 1) – Please choose one

Which one of the following is the modalities of Neuro-linguistic programming?

- . Artifacts
- . Chronemics
- . **Kinesthetic**
- . Haptics

Question No: 28 (Marks: 1) – Please choose one

To feel angry at some one corresponds to:

- . **Attitude page 5**

- . Behaviour
- . Skill
- . Knowledge

Paper# 06
MIDTERM EXAMINATION
Spring 2009
HRM627- Human Resource Development

Question No: 1 (Marks: 1) - Please choose one

People make things happen but they require a set of _____ to do so.

- Values
- Traditions
- Circumstances**
- Principles

Question No: 2 (Marks: 1) - Please choose one

Which component of an attitude refers to an intention to behave in a certain way toward someone or something?

- Affective component
- Cognitive component
- Behavioral component**
- Environmental component

Question No: 3 (Marks: 1) - Please choose one

A person preferring a work environment that is quiet and concentrated is:

- Introvert**
- Extrovert
- Intuitive
- Judgmental

Question No: 4 (Marks: 1) - Please choose one

Which of the following is one word explanation of agreeable people?

- Conflict free**
- Brave
- Touchy
- Unfriendly

Question No: 5 (Marks: 1) - Please choose one

The need level immediately preceding self-actualisation in Maslow's hierarchy of

needs theory is:

Social

Safety

Esteem

Security

Question No: 6 (Marks: 1) - Please choose one Which one of the following is a special communication tool based on our five sub modalities?

Neuro linguistic programming-

Non verbal communication

Interpersonal communication

Paralanguage

Question No: 7 (Marks: 1) - Please choose one

Which of the following is excluded from the threads of corporate excellence?

Strategic orientation

Top management leadership style

Organizational design

Corporate vision

Question No: 8 (Marks: 1) - Please choose one

Which period/century is labeled as the “Century of Democracy”?

Renaissance period

19th century

20 th century

21st century

Question No: 9 (Marks: 1) - Please choose one

From 1985 to 2000, the number of most authoritarian countries in the world declined from:

80 to 64

65 to 10

67 to 26

42 to 12

Question No: 10 (Marks: 1) - Please choose one

From 1985 to 2000, the number of most democratic countries in the world increased from:

40 to 56

56 to 74

44 to 82

82 to 93

Question No: 11 (Marks: 1) - Please choose one

Which of the following powers is same as coercive power?

Referent power

Legitimate power

Expert power

None of the given options

Question No: 12 (Marks: 1) - Please choose one

When communication takes place between more than two people, it is known as which of the following?

Inter personal communication

Group communication

Non verbal communication

None of the given options

Question No: 13 (Marks: 1) - Please choose one

“Two or more than two people sitting together” is called a group if:

They are interacting

They are interdependent on each other

They have to achieve a particular goal

All of the given options

Question No: 14 (Marks: 1) - Please choose one

Which stage of group development is characterized by intragroup conflict?

Norming

Storming

Adjourning

Forming

Question No: 15 (Marks: 1) - Please choose one

Which of the following is true about a group?

Interacting individuals who come together to achieve particular goals

Interdependent individuals who come together to achieve particular goals

Interacting and interdependent individuals who come together to achieve particular goals

Two or more interacting and interdependent individuals

Question No: 16 (Marks: 1) - Please choose one

Human development index of Pakistan was 0.551 in 2005, published in 2007 and Is:

Increasing

Decreasing

Constant
Excellent

Question No: 17 (Marks: 1) - Please choose one

Which of the following is NOT an aspect of Sustainable Human Development?

Responsiveness

Sustainability
Equity
Empowerment

Question No: 18 (Marks: 1) - Please choose one

Governance is a process of:

Decision making and decision implementing

Decision implementing and decision monitoring
Decision making and decision processing
Decision making and decision monitoring

Question No: 19 (Marks: 1) - Please choose one

Sustainable Human Resource Development can be attained and sustained only when the people at large have access to:

Information
Knowledge decision making
Empowerment and decision implementation

All of the given option

Question No: 20 (Marks: 1) - Please choose one

Which concept in Human Resource Development clearly elaborates quality of Life?

GNP
GDP
GNH
Gini coefficient

Question No: 21 (Marks: 1) - Please choose one

If we activate our aerobic system with proper exercise and diet, we burn which of the following as primary fuel?

Carbohydrates
Vitamins
Fats
Proteins

Question No: 22 (Marks: 1) - Please choose one

The element of motivation that is 'an internal state and makes certain outcomes attractive' is referred as:

- A drive
- An effort
- A goal
- A need**

Question No: 23 (Marks: 1) - Please choose one

Which of the theory states that the workers are self motivated to work hard?

Theory X

Theory Y

McGregor's theory

None of the given options

<http://www.expertprogrammanagement.com/2011/03/theory-x-and-theory-y/>

Question No: 24 (Marks: 1) - Please choose one

Which of the following is true about Goal Setting Theory?

It is well supported by research

It works only for some employees

It has no role in training

It works only if the goals are easy to achieve

Question No: 25 (Marks: 1) - Please choose one

Theory Y managers see employees as:

Lacking ambition

Wanting only security in a job

Motivated to work

Disliking work

Question No: 26 (Marks: 1) - Please choose one

Body language and verbal intonation are important means of _____ communication.

Nonverbal

Technological

Verbal

Impersonal

Question No: 27 (Marks: 1) - Please choose one

The reason of poor listening includes which of the following?

Emotionally loaded language

Sender and Receiver hold different values

Not adapting to diverse listening styles

An average person speaks 125-200 words per minute

http://www.wadsworthmedia.com/marketing/sample_chapters/0534623166_ch06.pdf

Question No: 28 (Marks: 1) - Please choose one

The parent, the child and the adult are the three states of :

Attitude

Ego

Five factor model

Vision

Question No: 29 (Marks: 1) - Please choose one

When I say, "How many times have I told you?", I am in which ego state?

Child state

Adult state

Parent state

Transaction state

Question No: 30 (Marks: 1) - Please choose one

Generally, the most effective behaviour, human relations and performance come from:

Parent ego state

Child ego state

Adult ego state page 31

Either parent or adult ego state

Solved MCQs of Quizzes Lesson # 1-15

HRM627, 165 MCQs

SOLVED BY DUA SMILE

Quiz # 1

Question # 1 of 15 (Start time: 09:43:09 PM) Total Marks: 1

According to Gottfried intrinsic motivation is inversely related to _____

Select correct option:

Anxiety

Depression

Dissatisfaction

Frustration

Question # 2 of 15 (Start time: 09:43:50 PM) Total Marks: 1

Non-completive skills, capabilities and competencies are the element of

Select correct option:

Social skills

Self management

Emotional development

Emotional intelligence

Question # 3 of 15 (Start time: 09:44:39 PM) Total Marks: 1

_____ is the ability to understand and relate to another's situation and feeling.

Select correct option:

Marginal listening

Emphatic listening

Evaluative listening

None of above

EMPHATIC LISTENING is the ability to understand and relate to another's situation and feelings.

Question # 4 of 15 (Start time: 09:45:23 PM) Total Marks: 1

_____ is a motivational approach in which an organization's financial statements are shared with all employees.

Select correct option:

Pay for performance

Stock option program

Open book management

Employee recognition

Open – book management

A motivational approach in which organization's financial statements are shared with all employees.

Question # 5 of 15 (Start time: 09:45:54 PM) Total Marks: 1

Which of the following development ensures human dignity through freedom of epression and independent participation?

Select correct option:

Political

Societal

Logical

Knowledge

Question # 6 of 15 (Start time: 09:46:16 PM) Total Marks: 1

The term democracy originated from Greek word “demokratia” where “demo” means:

Select correct option:

Process

People

Power

Policy

Question # 7 of 15 (Start time: 09:46:36 PM) Total Marks: 1

_____ is communication that is vocal but does not use words.

Select correct option:

Paralanguage

Haptics

Kinesics

Chronemics

Question # 8 of 15 (Start time: 09:46:58 PM) Total Marks: 1

Willingness to protect a person, physically and emotionally is termed as

Select correct option:

Loyalty

Integrity

Openness

Consistency

Question # 9 of 15 (Start time: 09:47:20 PM) Total Marks: 1

Which one the following is not the extrinsic value?

Select correct option:

Stimulation

Universalism

Conformity

Power

Question # 10 of 15 (Start time: 09:48:27 PM) Total Marks: 1
Hogan defines personality at how many levels?
Select correct option:

- Five levels
- Four levels
- Two levels**
- Three levels

Question # 11 of 15 (Start time: 09:48:56 PM) Total Marks: 1
Leadership can be substituted if the subordinates are given extreme
Select correct option:

- Training not sure**
- Delegation
- Authority
- Empowerment

Question # 12 of 15 (Start time: 09:49:25 PM) Total Marks: 1
A person is considered intellectually developed when he/she is educated and
_____?
Select correct option:

- Hardworking
- Socialized**
- Intelligent
- Trained

Question # 13 of 15 (Start time: 09:49:55 PM) Total Marks: 1
If a person focuses on completing a task, making decisions quickly and wants the
information only needed to get the task done then that person has
Select correct option:

- Perceptive decisional approach
- Quick decisional approach
- Innovative decisional approach
- Judgmental decisional approach**

Question # 14 of 15 (Start time: 09:50:35 PM) Total Marks: 1
_____ refers to how we perceive and use time to define individualities and dealings.
Select correct option:

Artifacts

Chronemics

Haptics

Proxemics

Question # 15 of 15 (Start time: 09:51:47 PM) Total Marks: 1

Our attitude will be largely determined by our _____.

Select correct option:

Knowledge

Skills

Values

Society

Quiz # 2

Question # 1 of 15 (Start time: 09:58:09 PM) Total Marks: 1

Sadia is informing her subordinates that the expense reimbursement policy for travel has been significantly modified. Sadia would be considered which of these?

Select correct option:

Medium

Decoder

Sender

Noise

Question # 2 of 15 (Start time: 09:58:43 PM) Total Marks: 1

Which of the following relates to developing people and the circumstances around them?

Select correct option:

Human resource management

Human resource development

Strategic human resource management

Personnel management

Question # 3 of 15 (Start time: 09:59:10 PM) Total Marks: 1

When we describe people using any of the terms such as quiet, passive, loud, aggressive, ambitious, extroverted, loyal, tense, or sociable, we're discussing him in terms of his _____.

Select correct option:

Physiological traits

Personality traits

Physical traits
Cultural traits

Question # 4 of 15 (Start time: 09:59:38 PM) Total Marks: 1

Which type of managers take less time to make their decisions and less information in making their choices?

Select correct option:

Rational managers
Low risk taking managers
Efficient managers

High risk taking managers

Question # 5 of 15 (Start time: 10:00:19 PM) Total Marks: 1

The common expression “I can’t handle this stuff” is based on which of the following sub modalities?

Select correct option:

Auditory

Kinesthetic

Visual

Olfaction

Question # 6 of 15 (Start time: 10:01:42 PM) Total Marks: 1

The ability to put yourself in others shoes and to sense how others are feeling is called _____

Select correct option:

Empathy

Self awareness

Self monitoring

Consciousness

Question # 7 of 15 (Start time: 10:02:40 PM) Total Marks: 1

When you behave and respond with evaluative responses that are critical, judgmental, opinionated, demanding and disapproving, you are in which ego state?

Select correct option:

Sympathetic Parent

Critical child

Natural Child

Critical Parent

Question # 8 of 15 (Start time: 10:03:39 PM) Total Marks: 1

Which of the following is a process by which we give meaning to our environment by organizing and interpreting our sensory impressions?

Select correct option:

Locus of control

Perception

Selectivity

Self-monitoring

Question # 9 of 15 (Start time: 10:04:16 PM) Total Marks: 1

The ability to be aware of what you're feeling is referred to:

Select correct option:

Self-management

Self-awareness

Self-motivation

Self monitoring

Question # 10 of 15 (Start time: 10:04:36 PM) Total Marks: 1

"Tears" are a physical cue for which ego state?

Select correct option:

Parent

Child

Adult

Transaction

Question # 11 of 15 (Start time: 10:04:58 PM) Total Marks: 1

What is the Leadership Style of a Dutch Leader from the following characteristics?

Select correct option:

Show kindness or generosity without being asked

Expected to be humble and speak infrequently

Single out individuals with public praise are likely to embarrass those individuals rather than energize them.

Respect others – young or old

Question # 12 of 15 (Start time: 10:06:18 PM) Total Marks: 1

The person's ability to adjust his or her own behavior to the external situational factors is known as

Select correct option:

Self management

Self monitoring

Self motivation

Self awareness

Question # 13 of 15 (Start time: 10:06:48 PM) Total Marks: 1

A person is considered intellectually developed when he/she is educated and _____?

Select correct option:

Hardworking

Socialized

Intelligent

Trained

Question # 14 of 15 (Start time: 10:08:06 PM) Total Marks: 1

Reliability, predictability, and good judgment in handling situation are related to which of the following dimension of trust?

Select correct option:

Openness

Loyalty

Consistency

Integrity

Question # 15 of 15 (Start time: 10:08:26 PM) Total Marks: 1

Murmurs, gasps, accent, pronunciation, complexity of sentences, voice tone, volume are the examples of

Select correct option:

Artifacts

Chronemics

Proxemics

Paralanguage

Quiz # 3

Question # 1 of 15 (Start time: 10:13:07 PM) Total Marks: 1

If a person focuses on completing a task, making decisions quickly and wants the information only needed to get the task done then that person has

Select correct option:

Perceptive decisional approach

Quick decisional approach

Innovative decisional approach

Judgmental decisional approach

Question # 2 of 15 (Start time: 10:13:29 PM) Total Marks: 1
Which type of communication is vocal but does not use words?
Select correct option:

Paralanguage

Silence
Kinesics
Non-verbal

Question # 3 of 15 (Start time: 10:14:11 PM) Total Marks: 1
A _____ occurs when the sender of the message gets the intended response from the receiver.
Select correct option:

Complementary transaction

Uncomplementary transaction
Crossed transaction
Ulterior transaction

Question # 4 of 15 (Start time: 10:14:37 PM) Total Marks: 1
_____ lead through charisma, expertise, contacts, and interpersonal skills to influence others.
Select correct option:

Women

Men
Both
None

Question # 5 of 15 (Start time: 10:15:35 PM) Total Marks: 1
When you behave and respond with evaluative responses that are critical, judgmental, opinionated, demanding and disapproving, you are in which ego state?
Select correct option:

Sympathetic Parent
Critical child
Natural Child

Critical Parent

Question # 6 of 15 (Start time: 10:16:07 PM) Total Marks: 1

Which type of managers take less time to make their decisions and less information in making their choices?

Select correct option:

Rational managers

Low risk taking managers

Efficient managers

High risk taking managers

me: anu kafi loog hain

Question # 6 of 15 (Start time: 10:16:07 PM) Total Marks: 1

Which type of managers take less time to make their decisions and less information in making their choices?

Select correct option:

Rational managers

Low risk taking managers

Efficient managers

High risk taking managers

Question # 7 of 15 (Start time: 10:17:06 PM) Total Marks: 1

_____ refers to how we perceive and use time to define individualities and dealings.

Select correct option:

Artifacts

Chronemics

Haptics

Proxemics

Question # 8 of 15 (Start time: 10:17:59 PM) Total Marks: 1

Degree to which people like or dislike themselves is:

Select correct option:

Self-esteem

Self-monitoring

Locus of control

Stereotyping

Question # 9 of 15 (Start time: 10:18:37 PM) Total Marks: 1

TA stands for_____?

Select correct option:

Transformational analysis
Translational analysis
Transformable analysis
Transactional analysis

Question # 10 of 15 (Start time: 10:19:07 PM) Total Marks: 1

Our attitude will be largely determined by our _____.

Select correct option:

Knowledge
Skills
Values
Society

Question # 11 of 15 (Start time: 10:19:29 PM) Total Marks: 1

A person's need of self-respect, and status are the components of_____.

Select correct option:

Safety needs
Esteem needs
Social need
Self-actualization needs

Question # 11 of 15 (Start time: 10:19:29 PM) Total Marks: 1

A person's need of self-respect, and status are the components of_____.

Select correct option:

Safety needs
Esteem needs
Social need
Self-actualization needs

Question # 12 of 15 (Start time: 10:21:01 PM) Total Marks: 1

Irfan works at an office with low-walled cubicles. There is often a lot of background noise and Irfan has trouble hearing clients on the phone. This is an example of a _____ barrier.

Select correct option:

Semantic

Physical
Process
Personal

Question # 13 of 15 (Start time: 10:21:48 PM) Total Marks: 1

Which of the followings is the emotional or feeling part of an attitude?

Select correct option:

Affective component

Behavioral component
Environmental component
Cognitive component

Question # 14 of 15 (Start time: 10:22:34 PM) Total Marks: 1

"Pouting" is a physical cue for which ego state?

Select correct option:

Parent

Child

Adult

Transaction

Question # 15 of 15 (Start time: 10:23:05 PM) Total Marks: 1

Which of the following communication occurs simultaneously from two or more channels?

Select correct option:

Verbal communication

Interpersonal communication

Non-verbal communication

All of the above

Quiz # 4

Question # 1 of 15 (Start time: 10:26:16 PM) Total Marks: 1

The McClelland's theory belongs to the

Select correct option:

Content theories

Reward theories
Process theories
Behavioral theories

Question # 2 of 15 (Start time: 10:26:42 PM) Total Marks: 1

The common expression “I can’t handle this stuff” is based on which of the following sub modalities?

Select correct option:

Auditory
Kinesthetic
Visual
Olfaction

Question # 3 of 15 (Start time: 10:28:10 PM) Total Marks: 1

The ability to be aware of what you’re feeling is referred to:

Select correct option:

Self-management
Self-awareness
Self-motivation
Self monitoring

Question # 4 of 15 (Start time: 10:28:36 PM) Total Marks: 1

If Mr. B has a belief that “smoking is bad” and he starts avoiding Mr. C because he smokes refers to which of the following:

Select correct option:

Affective component
Cognitive component
Behavioral component
Environmental component

Question # 5 of 15 (Start time: 10:29:10 PM) Total Marks: 1

When you behave and respond with evaluative responses that are critical, judgmental, opinionated, demanding and disapproving, you are in which ego state?

Select correct option:

Sympathetic Parent
Critical child

Natural Child

Critical Parent

Question # 6 of 15 (Start time: 10:29:32 PM) Total Marks: 1

NLP stands for:

Select correct option:

Neuro-Linguistic-Programming

Neuro-Language Programming

Non-Language Programming

Non-Linguistic-process

Question # 7 of 15 (Start time: 10:29:59 PM) Total Marks: 1

The heart of interpersonal communication is shared meanings between people. This statement is said by

Select correct option:

Watzlawick

Jackson

Duck

Richard and McCroskey

Question # 8 of 15 (Start time: 10:30:45 PM) Total Marks: 1

The modern political democracy is seemed to be under attack from factors like:

Select correct option:

Media consolidation

Commercialization of education

News uniformity

All of the given options

Question # 9 of 15 (Start time: 10:31:21 PM) Total Marks: 1

_____ communication may be seen, felt, heard, smelled and tasted.

Select correct option:

Non-verbal

Oral

Written

Verbal

Question # 10 of 15 (Start time: 10:32:04 PM) Total Marks: 1

in interpersonal communication, we don't exchange words, we share and interpret each others' _____.

Select correct option:

Ideas

Thoughts

Vocabularies

All of above

Question # 11 of 15 (Start time: 10:32:47 PM) Total Marks: 1

Our experience of the world is created by gathering information through the use of our _____ senses.

Select correct option:

One

Five

Three

Six

Question # 12 of 15 (Start time: 10:33:14 PM) Total Marks: 1

_____ means that members of an organization participate in the processes of organizing and governance.

Select correct option:

Organizational democracy

Employee morale

Organization productivity

Economic democracy

Question # 13 of 15 (Start time: 10:33:55 PM) Total Marks: 1

Personality is:

Select correct option:

Something that changes almost monthly

Of no interest to trainers

A key part of motivation theory

A stable set of personal characteristics that account for consistent patterns of behavior

Question # 14 of 15 (Start time: 10:34:38 PM) Total Marks: 1

A _____ occurs when the sender of the message gets the intended response from the receiver.

Select correct option:

Complementary transaction

Uncomplementary transaction

Crossed transaction

Ulterior transaction

Question # 15 of 15 (Start time: 10:35:13 PM) Total Marks: 1

“Personality theory has been an integral part of psychology and is concerned with evaluating models of human nature”. This statement is given by _____.

Select correct option:

Galton

Norman

Goldberg

Hogan

Quiz # 5

Question # 1 of 15 (Start time: 10:36:10 PM) Total Marks: 1

The following conversation is the example of which transaction? Stimulus: You can never trust these people Response: Exactly! Their kind is all the same

Select correct option:

Child-Child Transaction

Adult-Adult Transaction

Parent-Parent Transaction

Parent-Child Transaction

Question # 2 of 15 (Start time: 10:36:55 PM) Total Marks: 1

_____ is a motivational approach in which an organization's financial statements are shared with all employees.

Select correct option:

Pay for performance
Stock option program
Open book management
Employee recognition

Question # 3 of 15 (Start time: 10:37:26 PM) Total Marks: 1

If Mr. B has a belief that “smoking is bad” and he starts avoiding Mr. C because he smokes refers to which of the following:

Select correct option:

Affective component
Cognitive component
Behavioral component
Environmental component

Question # 4 of 15 (Start time: 10:37:54 PM) Total Marks: 1

From 1985 to 2000, the number of most democratic countries in the world increased from:

Select correct option:

44 to 82
45 to 90
40 to 70
40 to 85

Question # 5 of 15 (Start time: 10:38:25 PM) Total Marks: 1

_____ can have good effect on our mental state.

Select correct option:

Positive words
Toxic words
Caustic words
Negative words

Question # 6 of 15 (Start time: 10:38:50 PM) Total Marks: 1

The type of communication in which we do not recognize the humanity of other people is termed as

Select correct option:

I-It communication

I-You communication

I-Thou communication

Nonverbal communication

Question # 7 of 15 (Start time: 10:39:58 PM) Total Marks: 1

When you behave and respond with probing responses that shows curiosity, intimacy, fun, joyfulness and fantasy, you are in which ego state?

Select correct option:

Critical Parent

Natural Child

Sympathetic Parent

Adult Ego

Question # 8 of 15 (Start time: 10:40:31 PM) Total Marks: 1

If an activity is done willingly without any payment or reward then it's called

Select correct option:

Extrinsic motivation

Reinforcement

Intrinsic motivation

Punishment

Question # 9 of 15 (Start time: 10:41:10 PM) Total Marks: 1

_____ is communication that is vocal but does not use words.

Select correct option:

Paralanguage

Haptics

Kinesics

Chronemics

Question # 10 of 15 (Start time: 10:41:26 PM) Total Marks: 1

Women tend to implement a more _____ style and a less autocratic style than men do.

Select correct option:

Participative

Directive style

Dictatorial
None of the above.

Question # 11 of 15 (Start time: 10:41:50 PM) Total Marks: 1

Which of the following is a process by which we give meaning to our environment by organizing and interpreting our sensory impressions?

Select correct option:

Locus of control

Perception

Selectivity

Self-monitoring

Question # 12 of 15 (Start time: 10:42:11 PM) Total Marks: 1

The component of an attitude that refers to an intention to behave in a certain way toward someone or something is called:

Select correct option:

Affective component

Environmental component

Cognitive component

Behavioral component

Question # 13 of 15 (Start time: 10:43:06 PM) Total Marks: 1

Increase 'voice' of the employees as a result of democratic principles would lead to which of the following?

Select correct option:

Increased dysfunctional behavior in employees

Higher level of organizational commitment

Decreased employee morale

Low level of productivity

Question # 14 of 15 (Start time: 10:44:32 PM) Total Marks: 1

Which type of development is required in bringing order, discipline and peace into life?

Select correct option:

Ethical and democratic

Financial and economic

Moral and spiritual

Nutritional

Question # 15 of 15 (Start time: 10:45:07 PM) Total Marks: 1

Hogan defines personality at how many levels?

Select correct option:

Five levels

Four levels

Two levels

Three levels

Quiz # 6

Question # 1 of 15 (Start time: 10:47:17 PM) Total Marks: 1

Which transaction can be helpful when the negative parent or child ego response is crossed with an adult response?

Select correct option:

Complementary transaction

Crossed transaction

Ulterior transaction

Parent transaction

Question # 2 of 15 (Start time: 10:47:47 PM) Total Marks: 1

Which leadership style involves the leader giving followers something they want in exchange for something the leader wants?

Select correct option:

Transformational

Charismatic

Transactional

None of the above

Question # 3 of 15 (Start time: 10:48:44 PM) Total Marks: 1

The McClelland's theory belongs to the

Select correct option:

Content theories

Reward theories

Process theories
Behavioral theories

Question # 4 of 15 (Start time: 10:49:02 PM) Total Marks: 1

When we form a general intuition about a person on the basis of single characteristics it's known as

Select correct option:

Stereotyping
Self serving bias
Halo effect
Empathy

Question # 5 of 15 (Start time: 10:49:23 PM) Total Marks: 1

The senses which are more commonly used to define things are:

Select correct option:

Vision, auditory and touch
Taste, auditory and vision
Vision, smell and taste
Vision, auditory and smell

Question # 6 of 15 (Start time: 10:49:55 PM) Total Marks: 1

"Personality theory has been an integral part of psychology and is concerned with evaluating models of human nature". This statement is given by _____.

Select correct option:

Galton
Norman
Goldberg
Hogan

Question # 7 of 15 (Start time: 10:50:15 PM) Total Marks: 1

Our attitude will be largely determined by our _____.

Select correct option:

Knowledge
Skills

Values

Society

Question # 8 of 15 (Start time: 10:50:33 PM) Total Marks: 1

The practice of having two or more people split a full time job is called

Select correct option:

Job rotation

Job sharing

Job enlargement

Job expansion

Question # 9 of 15 (Start time: 10:51:04 PM) Total Marks: 1

Non-compleitive skills, capabilities and competencies are the element of

Select correct option:

Social skills

Self management

Emotional development

Emotional intelligence

Question # 10 of 15 (Start time: 10:51:47 PM) Total Marks: 1

_____ is a branch of philosophy that deals with moral values and codes of conduct.

Select correct option:

Politics

Esthetics

Humanities

Ethics

Question # 11 of 15 (Start time: 10:52:20 PM) Total Marks: 1

The ability to be aware of what you're feeling is referred to:

Select correct option:

Self-management

Self-awareness

Self-motivation

Self monitoring

Question # 12 of 15 (Start time: 10:52:40 PM) Total Marks: 1

Murmurs, gasps, accent, pronunciation, complexity of sentences, voice tone, volume are the examples of

Select correct option:

Artifacts

Chronemics

Proxemics

Paralanguage

Question # 13 of 15 (Start time: 10:52:59 PM) Total Marks: 1

When the adult ego is in control, people behave in a thinking, balanced and _____ manner.

Select correct option:

Unemotional

Irrational

Sentimental

Unrealistic

Question # 14 of 15 (Start time: 10:53:33 PM) Total Marks: 1

_____ ensures human dignity through freedom of expression and an opportunity to influence things that in turn influence the individual's living.

Select correct option:

Physical development

Social development

Spiritual development

Political development

Question # 15 of 15 (Start time: 10:54:02 PM) Total Marks: 1

Which type of communication is vocal but does not use words?

Select correct option:

Paralanguage

Silence

Kinesics

Non-verbal

Willingness to protect a person, physically and emotionally is termed as

Select correct option:

Loyalty

Integrity

Openness

Consistency

Quiz # 7

Question # 1 of 15 (Start time: 10:59:41 PM) Total Marks: 1

The highest need in the hierarchy of needs is:

Select correct option:

Safety

Esteem

Self actualization

Physiological

Question # 2 of 15 (Start time: 11:00:09 PM) Total Marks: 1

_____ ensures human dignity through freedom of expression and an opportunity to influence things that in turn influence the individual's living.

Select correct option:

Physical development

Social development

Spiritual development

Political development

Question # 3 of 15 (Start time: 11:00:34 PM) Total Marks: 1

The senses which are more commonly used to define things are:

Select correct option:

Vision, auditory and touch

Taste, auditory and vision

Vision, smell and taste

Vision, auditory and smell

Question # 4 of 15 (Start time: 11:00:50 PM) Total Marks: 1

Degree to which people like or dislike themselves is:

Select correct option:

Self-esteem

Self-monitoring

Locus of control

Stereotyping

Question # 5 of 15 (Start time: 11:01:11 PM) Total Marks: 1

Which one the following is not the extrinsic value?

Select correct option:

Stimulation

Universalism

Conformity

Power

Question # 6 of 15 (Start time: 11:01:58 PM) Total Marks: 1

Women tend to implement a more _____ style and a less autocratic style than men do.

Select correct option:

Participative

Directive style

Dictatorial

None of the above.

Question # 7 of 15 (Start time: 11:02:23 PM) Total Marks: 1

"Tears" are a physical cue for which ego state?

Select correct option:

Parent

Child

Adult

Transaction

Question # 8 of 15 (Start time: 11:02:56 PM) Total Marks: 1

People who are high in _____ , basically value relationship and avoid disagreement.

Select correct option:

Openness to experience

Extraversion

Agreeableness

Conscientiousness

Question # 9 of 15 (Start time: 11:03:37 PM) Total Marks: 1

Which of the following transaction is judgmental?

Select correct option:

Adult-Parent Transaction

Adult-Adult Transaction

Child-Child Transaction

Parent-Parent Transaction

Question # 10 of 15 (Start time: 11:04:52 PM) Total Marks: 1

The verbal cue for child ego state includes all except:

Select correct option:

"I wish"

"I want"

"I don't know"

"How much"

Question # 11 of 15 (Start time: 11:05:22 PM) Total Marks: 1

_____ is listening carefully for the purpose of attacking a speaker.

Select correct option:

Literal Listening

Ambushing

Selective Listening

Defensive Listening

Question # 12 of 15 (Start time: 11:06:44 PM) Total Marks: 1

Which theory was developed by Frederick Herzberg?

Select correct option:

Theory X/theory Y

Motivation-hygiene theory

Hierarchy of needs theory

Equity theory

Question # 13 of 15 (Start time: 11:07:13 PM) Total Marks: 1

Which leadership style involves the leader giving followers something they want in exchange for something the leader wants?

Select correct option:

Transformational

Charismatic

Transactional

None of the above

Question # 14 of 15 (Start time: 11:07:47 PM) Total Marks: 1

"Pouting" is a physical cue for which ego state?

Select correct option:

Parent
Child
Adult
Transaction

Question # 15 of 15 (Start time: 11:08:06 PM) Total Marks: 1

_____ communication may be seen, felt, heard, smelled and tasted.

Select correct option:

Non-verbal

Oral
Written
Verbal

Quiz # 8

Question # 1 of 15 (Start time: 11:10:16 PM) Total Marks: 1

_____ communication may be seen, felt, heard, smelled and tasted.

Select correct option:

Non-verbal

Oral
Written
Verbal

Question # 2 of 15 (Start time: 11:10:42 PM) Total Marks: 1

When you behave and respond with probing responses that shows curiosity, intimacy, fun, joyfulness and fantasy, you are in which ego state?

Select correct option:

Critical Parent

Natural Child

Sympathetic Parent
Adult Ego

Question # 3 of 15 (Start time: 11:11:28 PM) Total Marks: 1

Which of the following communication occurs simultaneously from two or more channels?

Select correct option:

Verbal communication
Interpersonal communication
Non-verbal communication
All of the above

Question # 4 of 15 (Start time: 11:11:53 PM) Total Marks: 1
Willingness to protect a person, physically and emotionally is termed as
Select correct option:

Loyalty
Integrity
Openness
Consistency

Question # 5 of 15 (Start time: 11:12:22 PM) Total Marks: 1
If a person focuses on completing a task, making decisions quickly and wants the information only needed to get the task done then that person has
Select correct option:

Perceptive decisional approach
Quick decisional approach
Innovative decisional approach
Judgmental decisional approach

Question # 6 of 15 (Start time: 11:13:14 PM) Total Marks: 1
_____ needs a working environment that gives a variety of experiences, and let him to work with others.
Select correct option:

Follower
Employee
Extrovert
Leader

Question # 7 of 15 (Start time: 11:14:13 PM) Total Marks: 1
A person who is anxious, emotional and touchy should possess which one of the following characteristic?
Select correct option:

Positive pole of openness to experience

Negative pole of conscientiousness

Negative pole of extraversion

Positive pole of neuroticism

Question # 8 of 15 (Start time: 11:15:36 PM) Total Marks: 1

“Do you see the point?” belongs to

Select correct option:

Auditory Submodalities

Kinesthetic Submodalities

Visual Submodalities

Gustatory Submodalities

Question # 8 of 15 (Start time: 11:15:36 PM) Total Marks: 1

“Do you see the point?” belongs to

Select correct option:

Auditory Submodalities

Kinesthetic Submodalities

Visual Submodalities

Gustatory Submodalities

Question # 9 of 15 (Start time: 11:16:37 PM) Total Marks: 1

in interpersonal communication, we don't exchange words, we share and interpret each others' _____.

Select correct option:

Ideas

Thoughts

Vocabularies

All of above

Question # 10 of 15 (Start time: 11:18:06 PM) Total Marks: 1

Women tend to implement a more _____ style and a less autocratic style than men do.

Select correct option:

Participative

Directive style

Dictatorial
None of the above.

Question # 11 of 15 (Start time: 11:19:24 PM) Total Marks: 1

The parent, the child and the adult are the three states of which of the given option?
Select correct option:

Attitude

Ego

FFM

Vision

Question # 12 of 15 (Start time: 11:19:57 PM) Total Marks: 1

Which of the following occurs when the sender of the message does not get the expected response from the receiver?
Select correct option:

Complementary transaction

Crossed transaction

Ulterior transaction

None of the given options

Question # 13 of 15 (Start time: 11:20:39 PM) Total Marks: 1

The type of communication in which we do not recognize the humanity of other people is termed as
Select correct option:

I-It communication

I-You communication

I-Thou communication

Nonverbal communication

Question # 14 of 15 (Start time: 11:21:03 PM) Total Marks: 1

Which of the following relates to developing people and the circumstances around them?
Select correct option:

Human resource management

Human resource development

Strategic human resource management

Personnel management

Question # 15 of 15 (Start time: 11:21:26 PM) Total Marks: 1

Which period/century is labeled as the "Century of Democracy"?

Select correct option:

Renaissance period

19th century

20th century

21st century

Quiz # 9

Question # 1 of 15 (Start time: 11:22:53 PM) Total Marks: 1

Which transaction can be helpful when the negative parent or child ego response is crossed with an adult response?

Select correct option:

Complementary transaction

Crossed transaction

Ulterior transaction

Parent transaction

Question # 2 of 15 (Start time: 11:23:44 PM) Total Marks: 1

_____ is listening carefully for the purpose of attacking a speaker.

Select correct option:

Literal Listening

Ambushing

Selective Listening

Defensive Listening

Question # 3 of 15 (Start time: 11:25:03 PM) Total Marks: 1

Hogan defines personality at how many levels?

Select correct option:

Five levels

Four levels

Two levels

Three levels

Question # 4 of 15 (Start time: 11:25:41 PM) Total Marks: 1

Willingness to protect a person, physically and emotionally is termed as

Select correct option:

Loyalty

Integrity

Openness
Consistency

Question # 5 of 15 (Start time: 11:26:06 PM) Total Marks: 1

Which of the followings is the emotional or feeling part of an attitude?

Select correct option:

Affective component

Behavioral component

Environmental component

Cognitive component

Question # 6 of 15 (Start time: 11:26:48 PM) Total Marks: 1

in interpersonal communication, we don't exchange words, we share and interpret each others' _____.

Select correct option:

Ideas

Thoughts

Vocabularies

All of above

Question # 7 of 15 (Start time: 11:27:16 PM) Total Marks: 1

The component of an attitude that is made up of the beliefs, opinions, knowledge, or information held by a person is called:

Select correct option:

Behavioral component

Cognitive component

Affective component

Environmental component

Question # 8 of 15 (Start time: 11:28:04 PM) Total Marks: 1

The practice of having two or more people spilt a full time job is called

Select correct option:

Job rotation

Job sharing

Job enlargement

Job expansion

Question # 8 of 15 (Start time: 11:28:04 PM) Total Marks: 1

The practice of having two or more people spilt a full time job is called

Select correct option:

Job rotation

Job sharing

Job enlargement

Job expansion

Question # 9 of 15 (Start time: 11:28:29 PM) Total Marks: 1

_____ refers to how we perceive and use time to define individualities and dealings.

Select correct option:

Artifacts

Chronemics

Haptics

Proxemics

Question # 10 of 15 (Start time: 11:29:19 PM) Total Marks: 1

Leadership can be substituted if the subordinates are given extreme

Select correct option:

Training

Delegation

Authority

Empowerment

Question # 11 of 15 (Start time: 11:30:42 PM) Total Marks: 1

Non-compleitive skills, capabilities and competencies are the element of

Select correct option:

Social skills

Self management

Emotional development

Emotional intelligence

Question # 12 of 15 (Start time: 11:31:12 PM) Total Marks: 1

Increase 'voice' of the employees as a result of democratic principles would lead to which of the following?

Select correct option:

Increased dysfunctional behavior in employees

Higher level of organizational commitment

Decreased employee morale

Low level of productivity

Question # 13 of 15 (Start time: 11:32:10 PM) Total Marks: 1

The following conversation is the example of which transaction? Stimulus: You can never trust these people Response: Exactly! Their kind is all the same

Select correct option:

Child-Child Transaction

Adult-Adult Transaction

Parent-Parent Transaction

Parent-Child Transaction

Question # 14 of 15 (Start time: 11:33:04 PM) Total Marks: 1

_____ Culture places a high value on physical appearance.

Select correct option:

Eastern

Asian

Western

All of the above

Question # 15 of 15 (Start time: 11:34:03 PM) Total Marks: 1

Our attitude will be largely determined by our _____.

Select correct option:

Knowledge

Skills

Values

Society

Quiz # 10

Question # 1 of 15 (Start time: 11:36:05 PM) Total Marks: 1

From 1985 to 2000, the number of most democratic countries in the world increased from:

Select correct option:

44 to 82

45 to 90

40 to 70

40 to 85

Question # 2 of 15 (Start time: 11:36:22 PM) Total Marks: 1

Which of the following is NOT among the personality traits studied under Five Factor Model?

Select correct option:

Extraversion

Agreeableness

Security

Emotional stability

Question # 3 of 15 (Start time: 11:36:43 PM) Total Marks: 1

Our experience of the world is created by gathering information through the use of our_____ senses.

Select correct option:

One

Five

Three

Six

Question # 4 of 15 (Start time: 11:37:03 PM) Total Marks: 1

When you behave and respond with evaluative responses that are critical, judgmental, opinionated, demanding and disapproving, you are in which ego state?

Select correct option:

Sympathetic Parent

Critical child

Natural Child

Critical Parent

Question # 5 of 15 (Start time: 11:37:30 PM) Total Marks: 1

Sadia is informing her subordinates that the expense reimbursement policy for travel has been significantly modified. Sadia would be considered which of these?

Select correct option:

Medium

Decoder

Sender

Noise

Question # 6 of 15 (Start time: 11:37:50 PM) Total Marks: 1

Which of the following is a method of understanding behavior in interpersonal dynamics?

Select correct option:

Organizational democracy

Neuro- Linguistic Programming

Transactional analysis

None of the given options

Question # 7 of 15 (Start time: 11:38:33 PM) Total Marks: 1

What is the Leadership Style of a Dutch Leader from the following characteristics?

Select correct option:

Show kindness or generosity without being asked

Expected to be humble and speak infrequently

Single out individuals with public praise are likely to embarrass those individuals rather than energize them.

Respect others – young or old

Question # 8 of 15 (Start time: 11:38:55 PM) Total Marks: 1

_____ is a group which is important due to multiplier effect they have on the development of others through families.

Select correct option:

Skilled worker

University students

Girls and women

Unemployed youth

Question # 9 of 15 (Start time: 11:39:30 PM) Total Marks: 1

Which transaction can be helpful when the negative parent or child ego response is crossed with an adult response?

Select correct option:

Complementary transaction

Crossed transaction

Ulterior transaction

Parent transaction

Question # 10 of 15 (Start time: 11:39:53 PM) Total Marks: 1

Which leadership style involves the leader giving followers something they want in exchange for something the leader wants?

Select correct option:

Transformational

Charismatic

Transactional

None of the above

Question # 11 of 15 (Start time: 11:40:11 PM) Total Marks: 1

From 1985 to 2000, the number of most authoritarian countries in the world declined from:

Select correct option:

100 to 80

65 to 10

67 to 26

30 to 5

Question # 13 of 15 (Start time: 11:40:54 PM) Total Marks: 1

_____ is the ability to understand and relate to another's situation and feeling.

Select correct option:

Marginal listening

Emphatic listening

Evaluative listening

None of above

Question # 15 of 15 (Start time: 11:41:30 PM) Total Marks: 1

Which theory was developed by Frederick Herzberg?

Select correct option:

Theory X/theory Y

Motivation-hygiene theory

Hierarchy of needs theory

Equity theory

Quiz # 11

Question # 1 of 15 (Start time: 11:42:56 PM) Total Marks: 1

Which leadership style involves the leader giving followers something they want in exchange for something the leader wants?

Select correct option:

Transformational

Charismatic

Transactional

None of the above

Question # 2 of 15 (Start time: 11:43:15 PM) Total Marks: 1

Which of the followings is the emotional or feeling part of an attitude?

Select correct option:

Affective component

Behavioral component
Environmental component
Cognitive component

Question # 3 of 15 (Start time: 11:43:32 PM) Total Marks: 1
If an activity is done willingly without any payment or reward then it's called
Select correct option:

Extrinsic motivation
Reinforcement
Intrinsic motivation
Punishment

Question # 4 of 15 (Start time: 11:43:52 PM) Total Marks: 1
_____ is a branch of philosophy that deals with moral values and codes of conduct.
Select correct option:

Politics
Esthetics
Humanities
Ethics

Question # 5 of 15 (Start time: 11:44:19 PM) Total Marks: 1
When we show interest, understanding and fun, we are in which following state?
Select correct option:

Parent ego state
Adapted child ego state
Adult ego state
Natural child ego state

Question # 6 of 15 (Start time: 11:44:51 PM) Total Marks: 1
Increase 'voice' of the employees as a result of democratic principles would lead to which of the following?
Select correct option:

Increased dysfunctional behavior in employees
Higher level of organizational commitment
Decreased employee morale
Low level of productivity

Question # 7 of 15 (Start time: 11:45:09 PM) Total Marks: 1
Leadership can be substituted if the subordinates are given extreme
Select correct option:

Training

Delegation
Authority
Empowerment

Question # 8 of 15 (Start time: 11:45:36 PM) Total Marks: 1
Degree to which people like or dislike themselves is:
Select correct option:

Self-esteem

Self-monitoring
Locus of control
Stereotyping

Question # 9 of 15 (Start time: 11:46:19 PM) Total Marks: 1
When we describe people using any of the terms such as quiet, passive, loud, aggressive, ambitious, extroverted, loyal, tense, or sociable, we're discussing him in terms of his _____.
Select correct option:

Physiological traits

Personality traits

Physical traits
Cultural traits

Question # 10 of 15 (Start time: 11:46:46 PM) Total Marks: 1
A workweek in which employees work longer hours per day but fewer days per week is called:
Select correct option:

Flexible workweek
Telecommuting

Compressed workweek

Job sharing

Question # 11 of 15 (Start time: 11:47:25 PM) Total Marks: 1

Which transaction can be helpful when the negative parent or child ego response is crossed with an adult response?

Select correct option:

Complementary transaction

Crossed transaction

Ulterior transaction

Parent transaction

Question # 12 of 15 (Start time: 11:47:40 PM) Total Marks: 1

When the _____ is in control, people behave in a thinking, rational, calculating, factual, unemotional manner.

Select correct option:

Parent ego state

Child ego state

Adult Ego State

None of the given options

Question # 13 of 15 (Start time: 11:48:08 PM) Total Marks: 1

From 1985 to 2000, the number of most authoritarian countries in the world declined from:

Select correct option:

100 to 80

65 to 10

67 to 26

30 to 5

Question # 14 of 15 (Start time: 11:48:25 PM) Total Marks: 1

Hogan defines personality at how many levels?

Select correct option:

Five levels

Four levels

Two levels

Three levels

Question # 15 of 15 (Start time: 11:48:45 PM) Total Marks: 1

in interpersonal communication, we don't exchange words, we share and interpret each others' _____.

Select correct option:

Ideas
Thoughts
Vocabularies
All of above

HRM 627

QUIZZES LECTURE 1-20

SOLVED BY DUA SMILE

Quiz # 01

Question # 1 of 15 (Start time: 07:48:48 PM) Total Marks: 1
_____ lead through charisma, expertise, contacts, and interpersonal skills to influence others.
Select correct option:

Women
Men
Both
None

Question # 2 of 15 (Start time: 07:49:32 PM) Total Marks: 1
in interpersonal communication, we don't exchange words, we share and interpret each others' _____.
Select correct option:

Ideas
Thoughts
Vocabularies
All of above

Question # 3 of 15 (Start time: 07:50:02 PM) Total Marks: 1
When we evaluate someone on the basis of our observation of a group he or she is a part of, then it's called
Select correct option:

Halo effect
Stereotyping
Like me effect
Self serving bias

Question # 4 of 15 (Start time: 07:50:33 PM) Total Marks: 1

Which transaction can be helpful when the negative parent or child ego response is crossed with an adult response?

Select correct option:

Complementary transaction

Crossed transaction

Ulterior transaction

Parent transaction

Question # 5 of 15 (Start time: 07:50:58 PM) Total Marks: 1

People make things happen but they require a set of _____ to do so.

Select correct option:

Values

Traditions

Circumstances

Principles

Question # 6 of 15 (Start time: 07:51:25 PM) Total Marks: 1

Dr. Zaheer interprets messages by focusing on emotions and body language. His listening style can be described as _____.

Select correct option:

Evaluative

Empathetic

Discerning

Appreciative

Question # 7 of 15 (Start time: 07:52:13 PM) Total Marks: 1

Which of the following dimensions of trust deals with willingness to protect a person - physically and emotionally?

Select correct option:

Openness

Loyalty

Competence

Consistency

Question # 8 of 15 (Start time: 07:52:55 PM) Total Marks: 1

The highest need in the hierarchy of needs is:

Select correct option:

Safety
Esteem
Self actualization

Physiological

Question # 9 of 15 (Start time: 07:53:15 PM) Total Marks: 1

“I guess” is a verbal cue for which ego state?

Select correct option:

Parent
Child
Adult
Transaction

Question # 10 of 15 (Start time: 07:53:44 PM) Total Marks: 1

Which stage of group development is characterized by intragroup conflict?

Select correct option:

Norming
Storming
Adjourning
Forming

Question # 11 of 15 (Start time: 07:54:39 PM) Total Marks: 1

_____ is communication that is vocal but does not use words.

Select correct option:

Paralanguage

Haptics
Kinesics
Chronemics

Question # 12 of 15 (Start time: 07:55:01 PM) Total Marks: 1

Which of the following transaction is judgmental?

Select correct option:

Adult-Parent Transaction
Adult-Adult Transaction
Child-Child Transaction
Parent-Parent Transaction

Question # 13 of 15 (Start time: 07:56:29 PM) Total Marks: 1

The verbal cue for child ego state includes all except:

Select correct option:

“I wish”

“I want”

“I don't know”

“How much”

Question # 14 of 15 (Start time: 07:56:53 PM) Total Marks: 1

From 1985 to 2000, the number of most democratic countries in the world increased from:

Select correct option:

44 to 82

45 to 90

40 to 70

40 to 85

Question # 15 of 15 (Start time: 07:57:19 PM) Total Marks: 1

Which leadership style involves the leader giving followers something they want in exchange for something the leader wants?

Select correct option:

Transformational

Charismatic

Transactional

None of the above

Quiz # 02

Question # 1 of 15 (Start time: 08:04:01 PM) Total Marks: 1

“Do you see the point?” belongs to

Select correct option:

Auditory Submodalities

Kinesthetic Submodalities

Visual Submodalities

Gustatory Submodalities

Question # 2 of 15 (Start time: 08:04:22 PM) Total Marks: 1

The common expression “I can’t handle this stuff” is based on which of the following sub modalities?

Select correct option:

Auditory

Kinesthetic

Visual

Olfaction

Question # 3 of 15 (Start time: 08:04:48 PM) Total Marks: 1

Which theory depicts that employees avoid accountability and must be pressurized to perform?

Select correct option:

Theory Y

Expectancy theory

Equity theory

Theory X

Question # 4 of 15 (Start time: 08:05:18 PM) Total Marks: 1

Which of the following dimension of trust deals with willingness to share ideas and information freely?

Select correct option:

Openness

Loyalty

Consistency

Integrity

Question # 5 of 15 (Start time: 08:05:32 PM) Total Marks: 1

Women tend to implement a more _____ style and a less autocratic style than men do.

Select correct option:

Participative

Directive style

Dictatorial

None of the above.

Question # 6 of 15 (Start time: 08:06:15 PM) Total Marks: 1

Willingness to protect a person, physically and emotionally is termed as

Select correct option:

Loyalty

Integrity

Openness
Consistency

Quiz # 03

Question # 1 of 15 (Start time: 08:09:14 PM) Total Marks: 1

The high-velocity industries that are probably more exposed to the impact of globalization are:

Select correct option:

Manufacturing

Electronics

Service

Textile

Question # 2 of 15 (Start time: 08:10:20 PM) Total Marks: 1

When the _____ is in control, people behave in a thinking, rational, calculating, factual, unemotional manner.

Select correct option:

Parent ego state

Child ego state

Adult Ego State

None of the given options

Question # 3 of 15 (Start time: 08:10:53 PM) Total Marks: 1

Which of the following is referred as “the physical ability to perform athletic activity?”

Select correct option:

Health

Alertness

Fitness

Activeness

Question # 4 of 15 (Start time: 08:11:17 PM) Total Marks: 1

Our attitude will be largely determined by our _____.

Select correct option:

Knowledge

Skills

Values

Society

Question # 5 of 15 (Start time: 08:11:42 PM) Total Marks: 1

Which type of development is required in bringing order, discipline and peace into life?

Select correct option:

Ethical and democratic

Financial and economic

Moral and spiritual

Nutritional

Question # 6 of 15 (Start time: 08:12:14 PM) Total Marks: 1

If a person focuses on completing a task, making decisions quickly and wants the information only needed to get the task done then that person has

Select correct option:

Perceptive decisional approach

Quick decisional approach

Innovative decisional approach

Judgmental decisional approach

Question # 7 of 15 (Start time: 08:12:45 PM) Total Marks: 1

Which exercise can cause neuromuscular problems like headaches or disorientation?

Select correct option:

Balanced

Healthy

Anaerobic

Aerobic

Question # 8 of 15 (Start time: 08:13:12 PM) Total Marks: 1

When we evaluate someone on the basis of our observation of a group he or she is a part of, then it's called

Select correct option:

Halo effect

Stereotyping

Like me effect

Self serving bias

Question # 9 of 15 (Start time: 08:13:42 PM) Total Marks: 1

The person's ability to adjust his or her own behavior to the external situational factors is known as

Select correct option:

Self management

Self monitoring

Self motivation

Self awareness

Question # 10 of 15 (Start time: 08:14:14 PM) Total Marks: 1

A person who is anxious, emotional and touchy should possess which one of the following characteristic?

Select correct option:

Positive pole of openness to experience

Negative pole of conscientiousness

Negative pole of extraversion

Positive pole of neuroticism

Question # 11 of 15 (Start time: 08:14:43 PM) Total Marks: 1

_____ Culture places a high value on physical appearance.

Select correct option:

Eastern

Asian

Western

All of the above

Question # 12 of 15 (Start time: 08:15:27 PM) Total Marks: 1

When you behave with confronting responses that express rebelliousness, pouting, anger, fear, anxiety, inadequacy, procrastination and blaming others, you are in which ego state?

Select correct option:

Natural Child

Adapted Child

Sympathetic Parent

Adult Ego

Question # 13 of 15 (Start time: 08:15:51 PM) Total Marks: 1

Which of the following is NOT among the personality traits studied under Five Factor

Model?

Select correct option:

Extraversion

Agreeableness

Security

Emotional stability

Question # 14 of 15 (Start time: 08:16:16 PM) Total Marks: 1

Genetics enables body's ability to burn:

Select correct option:

Carbohydrates

Fat

Glycogen

Vitamins

Question # 15 of 15 (Start time: 08:16:44 PM) Total Marks: 1

Our experience of the world is created by gathering information through the use of our_____ senses.

Select correct option:

One

Five

Three

Six

Quiz # 04

Question # 1 of 15 (Start time: 08:21:05 PM) Total Marks: 1

"Pouting" is a physical cue for which ego state?

Select correct option:

Parent

Child

Adult

Transaction

Question # 2 of 15 (Start time: 08:21:38 PM) Total Marks: 1

If Mr. B has a belief that "smoking is bad" and he starts avoiding Mr. C because he smokes refers to which of the following:

Select correct option:

Affective component

Cognitive component

Behavioral component

Environmental component

Question # 3 of 15 (Start time: 08:22:12 PM) Total Marks: 1

Women tend to implement a more _____ style and a less autocratic style than men do.

Select correct option:

Participative

Directive style

Dictatorial

None of the above.

Quiz Start Time: 08:21 PM Time Left 86 sec(s)

Question # 4 of 15 (Start time: 08:22:40 PM) Total Marks: 1

The approach in which workers are employed at home and linked with office with computer and modem is known as

Select correct option:

Telecommuting

Off the job training

Compressed workweek

Flextime

Question # 5 of 15 (Start time: 08:23:29 PM) Total Marks: 1

The highest need in the hierarchy of needs is:

Select correct option:

Safety

Esteem

Self actualization

Physiological

Question # 6 of 15 (Start time: 08:24:05 PM) Total Marks: 1

In which of the following groups appropriate behaviors are established which directed toward organizational goals?

Select correct option:

Formal groups

Informal group
Structured groups
Unstructured groups

Question # 7 of 15 (Start time: 08:24:39 PM) Total Marks: 1

_____ is a group which is important due to multiplier effect they have on the development of others through families.

Select correct option:

Skilled worker
University students
Girls and women
Unemployed youth

Question # 8 of 15 (Start time: 08:25:20 PM) Total Marks: 1

Intrinsic factors are related to job _____ and motivation.

Select correct option:

Satisfaction

Recognition
Security
Power

Question # 9 of 15 (Start time: 08:25:59 PM) Total Marks: 1

When we describe people using any of the terms such as quiet, passive, loud, aggressive, ambitious, extroverted, loyal, tense, or sociable, we're discussing him in terms of his _____.

Select correct option:

Physiological traits
Personality traits

Physical traits
Cultural traits

Question # 10 of 15 (Start time: 08:26:32 PM) Total Marks: 1

Which of the following occurs when the sender of the message does not get the expected response from the receiver?

Select correct option:

Complementary transaction

Crossed transaction

Ulterior transaction

None of the given options

Question # 11 of 15 (Start time: 08:27:01 PM) Total Marks: 1

Your aerobic system encompasses:

Select correct option:

Heart

Blood vessels

Aerobic muscles

All of the given options

Question # 12 of 15 (Start time: 08:27:35 PM) Total Marks: 1

The high-velocity industries that are probably more exposed to the impact of globalization are:

Select correct option:

Manufacturing

Electronics

Service

Textile

Question # 13 of 15 (Start time: 08:28:42 PM) Total Marks: 1

_____ is a branch of philosophy that deals with moral values and codes of conduct.

Select correct option:

Politics

Esthetics

Humanities

Ethics

Question # 14 of 15 (Start time: 08:29:07 PM) Total Marks: 1

The type of communication in which we do not recognize the humanity of other people is termed as

Select correct option:

I-It communication

I-You communication

I-Thou communication
Nonverbal communication

Question # 15 of 15 (Start time: 08:29:32 PM) Total Marks: 1

Which type of teams are consisted of a manager and his or her employees from a particular functional area?

Select correct option:

Self-managed teams

Functional teams

Cross functional teams

Virtual teams

Quiz # 05

Question # 7 of 15 (Start time: 08:32:31 PM) Total Marks: 1

Our experience of the world is created by gathering information through the use of our_____ senses.

Select correct option:

One

Five

Three

Six

Question # 8 of 15 (Start time: 08:32:50 PM) Total Marks: 1

Which of the following is a method of understanding behavior in interpersonal dynamics?

Select correct option:

Organizational democracy

Neuro- Linguistic Programming

Transactional analysis

None of the given options

Question # 9 of 15 (Start time: 08:33:24 PM) Total Marks: 1

_____ ensures human dignity through freedom of expression and an opportunity to influence things that in turn influence the individual's living.

Select correct option:

Physical development

Social development

Spiritual development

Political development

Question # 10 of 15 (Start time: 08:33:55 PM) Total Marks: 1

The term democracy originated from Greek word "demokratia" where "demo" means:

Select correct option:

Process

People

Power

Policy

Question # 11 of 15 (Start time: 08:34:27 PM) Total Marks: 1

Which type of development is required in bringing order, discipline and peace into life?

Select correct option:

Ethical and democratic

Financial and economic

Moral and spiritual

Nutritional

Question # 12 of 15 (Start time: 08:35:02 PM) Total Marks: 1

The common expression “The problem is screaming at me” is based on which of the following sub modalities?

Select correct option:

Auditory

Kinesthetic

Visual

Olfaction

Question # 13 of 15 (Start time: 08:35:44 PM) Total Marks: 1

Dr. Zaheer interprets messages by focusing on emotions and body language. His listening style can be described as _____.

Select correct option:

Evaluative

Empathetic

Discerning

Appreciative

Question # 14 of 15 (Start time: 08:36:17 PM) Total Marks: 1

Your aerobic system encompasses:

Select correct option:

Heart

Blood vessels

Aerobic muscles

All of the given options

Question # 15 of 15 (Start time: 08:36:35 PM) Total Marks: 1

When the adult ego is in control, people behave in a thinking, balanced and _____ manner.

Select correct option:

Unemotional

Irrational

Sentimental

Unrealistic

Quiz # 06

Question # 1 of 15 (Start time: 08:38:34 PM) Total Marks: 1

Sadia is informing her subordinates that the expense reimbursement policy for travel has been significantly modified. Sadia would be considered which of these?

Select correct option:

Medium

Decoder

Sender

Noise

Question # 2 of 15 (Start time: 08:39:09 PM) Total Marks: 1

Which one the following is not the extrinsic value?

Select correct option:

Stimulation

Universalism

Conformity

Power

Question # 3 of 15 (Start time: 08:39:45 PM) Total Marks: 1

The senses which are more commonly used to define things are:

Select correct option:

Vision, auditory and touch

Taste, auditory and vision

Vision, smell and taste

Vision, auditory and smell

Question # 4 of 15 (Start time: 08:40:14 PM) Total Marks: 1

From 1985 to 2000, the number of most authoritarian countries in the world declined from:

Select correct option:

100 to 80

65 to 10

67 to 26

30 to 5

Question # 5 of 15 (Start time: 08:40:38 PM) Total Marks: 1

The ability to be aware of what you're feeling is referred to:

Select correct option:

Self-management

Self-awareness

Self-motivation

Self monitoring

Question # 6 of 15 (Start time: 08:41:04 PM) Total Marks: 1

_____ is communication that is vocal but does not use words.

Select correct option:

Paralanguage

Haptics

Kinesics

Chronemics

Question # 7 of 15 (Start time: 08:41:23 PM) Total Marks: 1

Increase 'voice' of the employees as a result of democratic principles would lead to which of the following?

Select correct option:

Increased dysfunctional behavior in employees

Higher level of organizational commitment

Decreased employee morale

Low level of productivity

Question # 8 of 15 (Start time: 08:41:55 PM) Total Marks: 1

Gestures, facial expression and body movements are all part of:

Select correct option:

Facilitation

Encoding

Posturing

Nonverbal communication

Question # 9 of 15 (Start time: 08:42:23 PM) Total Marks: 1

"Pouting" is a physical cue for which ego state?

Select correct option:

Parent

Child

Adult

Transaction

Question # 10 of 15 (Start time: 08:42:40 PM) Total Marks: 1

_____ refers to how we perceive and use time to define individualities and dealings.

Select correct option:

Artifacts

Chronemics

Haptics

Proxemics

Question # 11 of 15 (Start time: 08:43:10 PM) Total Marks: 1

People make things happen but they require a set of _____ to do so.

Select correct option:

Values

Traditions

Circumstances

Principles

Question # 12 of 15 (Start time: 08:43:30 PM) Total Marks: 1

_____ ensures human dignity through freedom of expression and an opportunity to influence things that in turn influence the individual's living.

Select correct option:

Physical development

Social development

Spiritual development

Political development

Question # 13 of 15 (Start time: 08:44:00 PM) Total Marks: 1

From 1985 to 2000, the number of most democratic countries in the world increased

from:

Select correct option:

44 to 82

45 to 90

40 to 70

40 to 85

Question # 14 of 15 (Start time: 08:44:32 PM) Total Marks: 1

Verbal communication mostly explains the literal meaning where as the nonverbal communication explains the _____ means of communication.

Select correct option:

Accurate

Intended

Hidden

Perceived

Question # 15 of 15 (Start time: 08:46:04 PM) Total Marks: 1

The approach in which workers are employed at home and linked with office with computer and modem is known as

Select correct option:

Telecommuting

Off the job training

Compressed workweek

Flextime

Quiz # 07

Question # 1 of 15 (Start time: 08:47:25 PM) Total Marks: 1

Which type of teams are consisted of a manager and his or her employees from a particular functional area?

Select correct option:

Self-managed teams

Functional teams

Cross functional teams

Virtual teams

Question # 2 of 15 (Start time: 08:48:09 PM) Total Marks: 1

Which of the following dimension of trust deals with willingness to share ideas and information freely?

Select correct option:

Openness

Loyalty
Consistency
Integrity

Question # 3 of 15 (Start time: 08:48:34 PM) Total Marks: 1

"Pouting" is a physical cue for which ego state?

Select correct option:

Parent

Child

Adult

Transaction

Question # 4 of 15 (Start time: 08:48:48 PM) Total Marks: 1

The parent, the child and the adult are the three states of which of the given option?

Select correct option:

Attitude

Ego

FFM

Vision

Question # 5 of 15 (Start time: 08:49:09 PM) Total Marks: 1

_____motivation comes from outside the person and includes such things as pay, bonuses and other tangible rewards.

Select correct option:

Intrinsic

Extrinsic

Responsibility

Referent

Question # 6 of 15 (Start time: 08:49:36 PM) Total Marks: 1

Reliability, predictability, and good judgment in handling situation are related to which of the following dimension of trust?

Select correct option:

Openness

Loyalty

Consistency

Integrity

Question # 7 of 15 (Start time: 08:50:00 PM) Total Marks: 1

Our nervous system demands the use of _____ of our blood sugar .

Select correct option:

Two – thirds

One – thirds
One – fourths
None of the given options

Question # 8 of 15 (Start time: 08:50:28 PM) Total Marks: 1
Which of the following is not the type of nonverbal communication?
Select correct option:

Kinesics
Haptics
Physical appearance
Ambushing

Question # 9 of 15 (Start time: 08:50:52 PM) Total Marks: 1
What is the Leadership Style of a Dutch Leader from the following characteristics?
Select correct option:

Show kindness or generosity without being asked
Expected to be humble and speak infrequently
Single out individuals with public praise are likely to embarrass those individuals rather than energize them.
Respect others – young or old

Question # 10 of 15 (Start time: 08:51:22 PM) Total Marks: 1
“I guess” is a verbal cue for which ego state?
Select correct option:

Parent
Child
Adult
Transaction

Question # 11 of 15 (Start time: 08:51:42 PM) Total Marks: 1
Irfan works at an office with low-walled cubicles. There is often a lot of background noise and Irfan has trouble hearing clients on the phone. This is an example of a _____ barrier.
Select correct option:

Semantic
Physical
Process
Personal

Question # 12 of 15 (Start time: 08:52:09 PM) Total Marks: 1
_____ is known as the greatest expert in sub-modalities.

Select correct option:

Aristotle

Vroom

Richard Bandler

John Grinder

Question # 13 of 15 (Start time: 08:52:36 PM) Total Marks: 1

Hogan describes personality as a structures, dynamics, _____ and propensities inside a person.

Select correct option:

Processes

Traits

Habits

Core values

Question # 14 of 15 (Start time: 08:53:14 PM) Total Marks: 1

Intrinsic factors are related to job _____ and motivation.

Select correct option:

Satisfaction

Recognition

Security

Power

Question # 15 of 15 (Start time: 08:53:34 PM) Total Marks: 1

_____ refers to whether an individual shows a behavior in many situations or it's particular to one situation.

Select correct option:

Distinctiveness

Consistency

Consensus

Uniformity

Quiz # 08

Question # 1 of 15 (Start time: 08:57:51 PM) Total Marks: 1

Your aerobic system encompasses:

Select correct option:

Heart

Blood vessels

Aerobic muscles

All of the given options

Question # 2 of 15 (Start time: 08:58:12 PM) Total Marks: 1

The ability to put yourself in others shoes and to sense how others are feeling is called _____

Select correct option:

Empathy

Self awareness

Self monitoring

Consciousness

Question # 3 of 15 (Start time: 08:58:30 PM) Total Marks: 1

If an activity is done willingly without any payment or reward then it's called

Select correct option:

Extrinsic motivation

Reinforcement

Intrinsic motivation

Punishment

Question # 4 of 15 (Start time: 08:58:56 PM) Total Marks: 1

Which leadership style involves the leader giving followers something they want in exchange for something the leader wants?

Select correct option:

Transformational

Charismatic

Transactional

None of the above

Question # 5 of 15 (Start time: 08:59:31 PM) Total Marks: 1

"Do you see the point?" belongs to

Select correct option:

Auditory Submodalities

Kinesthetic Submodalities

Visual Submodalities

Gustatory Submodalities

Question # 6 of 15 (Start time: 09:00:13 PM) Total Marks: 1

Which period/century is labeled as the “Century of Democracy”?

Select correct option:

Renaissance period

19th century

20th century

21st century

Question # 7 of 15 (Start time: 09:00:35 PM) Total Marks: 1

Infant mortality in poor countries is _____ per 1,000 live births.

Select correct option:

85

100

115 not sure

150

Question # 8 of 15 (Start time: 09:01:08 PM) Total Marks: 1

Aristotle regarded STATE as a/an:

Select correct option:

Organism

Individual

Country

Nation

Question # 9 of 15 (Start time: 09:02:02 PM) Total Marks: 1

Which of the following occurs when the sender of the message does not get the expected response from the receiver?

Select correct option:

Complementary transaction

Crossed transaction

Ulterior transaction

None of the given options

Question # 10 of 15 (Start time: 09:02:24 PM) Total Marks: 1

A _____ occurs when the sender of the message gets the intended response from the receiver.

Select correct option:

Complementary transaction

Uncomplementary transaction
Crossed transaction
Ulterior transaction

Question # 11 of 15 (Start time: 09:02:50 PM) Total Marks: 1

The an aerobically trained metabolism turns to blood sugar as its secondary source of fuel when levels of glycogen become excessively _____.

Select correct option:

Low

High
Medium
None of the given options

Question # 12 of 15 (Start time: 09:03:23 PM) Total Marks: 1

The term democracy originated from Greek word “demokratia” where “demo” means:

Select correct option:

Process

People

Power
Policy

Question # 13 of 15 (Start time: 09:03:51 PM) Total Marks: 1

People make things happen but they require a set of _____ to do so.

Select correct option:

Values

Traditions

Circumstances

Principles

Question # 14 of 15 (Start time: 09:04:10 PM) Total Marks: 1

Our nervous system demands the use of _____ of our blood sugar .

Select correct option:

Two – thirds

One – thirds
One – fourths
None of the given options

Question # 15 of 15 (Start time: 09:04:25 PM) Total Marks: 1

The common expression “I feel like I’m carrying this whole thing on my back” is based on which of the following sub modalities?

Select correct option:

Kinesthetic

Visual

Auditory

Olfaction

Good Luck All

Pray for those who sloved the material

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