

MIDTERM EXAMINATION
Spring 2010
HRM627- Human Resource Development (Session - 6)

Ref No: 1401866
Time: 60 min
Marks: 44

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

Temperature, clothes and environment etc. relates to:

- ▶ Gustatory Submodalities
- ▶ Auditory Submodalities
- ▶ **Kinesthetic Submodalities**
- ▶ Visual Submodalities

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An individual who is shy and withdrawn, and focuses on understanding the world is described as an: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

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**
- ▶ 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

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**

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

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

Which stage of group development is characterized by intragroup conflict?

- ▶ Norming
- ▶ **Storming**
- ▶ 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**
- ▶ 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**
- ▶ 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**
- ▶ 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**

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

Question No: 21 (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: 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**

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

Human Development Index (HDI) is a:

- ▶ **Comparative measure**
- ▶ 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
- ▶ Need for power
- ▶ Need for affiliation
- ▶ **All of the given options**

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

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

- ▶ Compressed
- ▶ Strict
- ▶ **Flexible**
- ▶ 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%**

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
- ▶ Halo effect
- ▶ **Attitude**
- ▶ Behavior

Question No: 29 (Marks: 3)

Give your views about the importance of group decision making?

Question No: 30 (Marks: 3)

What are the ingredients of a balanced diet?

Question No: 31 (Marks: 5)

What factors distort communication of emotions?

Question No: 32 (Marks: 5)

Differentiate between cross-functional team and functional teams.