Week 3: Assignment1

The due date for submitting this assignment has passed. **Due on 2018-02-28, 23:59 IST.**

Submitted assignment

1) A set information to understand the do’s and don’t of a task’s requirement and the psychosomatic skill to perform the same is best known as:

- Declarative knowledge
- Procedural knowledge
- Motivational knowledge
- Informative knowledge

**No, the answer is incorrect.**
**Score: 0**
**Accepted Answers:**
**Procedural knowledge**

2) ________ allows us to distinguish between average and superior performers.

- Threshold competencies
- Differentiating competencies
- Motivational competencies
- Operational competencies

**No, the answer is incorrect.**
**Score: 0**
**Accepted Answers:**
**Threshold competencies**

3) Which among the following enables supervisors to oversee the amount of computerized data an employee is processing each day?

- Computerized performance appraisal system
- Online management assessment centre
- Digitized high-performance work centre
- Electronic performance monitoring system

**No, the answer is incorrect.**
**Score: 0**
**Accepted Answers:**
**Electronic performance monitoring system**

4) Which of the following terms refers to an appraisal that is too open to interpretation?

- Unclear Standard
- Halo effects
- Strictness

**No, the answer is incorrect.**
**Score: 0**
**Accepted Answers:**

5) The best way to reduce the problem of central tendency in performance appraisal is to
- establish smart goals.
- use graphic rating scales
- rank employee
- limit the number of appraisal

No, the answer is incorrect.
Score: 0
Accepted Answers:
Unclear Standard

6) Which performance appraisal tool is being used when a supervisor places predetermined percentages of rates into various performance categories?
- Behavioral anchored rating scale
- Graphic ranking scale
- Alternation ranking
- Forced distribution

No, the answer is incorrect.
Score: 0
Accepted Answers:
Forced distribution

7) Which performance appraisal tool requires supervisors to categorize employees from best to worst on various traits?
- Digital dashboard
- Alternation ranking method
- Critical incident method
- Graphic rating scale

No, the answer is incorrect.
Score: 0
Accepted Answers:
Alternation ranking method

8) Which performance appraisal tools require a supervisor to maintain a log of positive and negative examples of a subordinate’s work-related behavior?
- Alternation ranking
- Paired comparison
- Forced distribution
- Critical incident

No, the answer is incorrect.
Score: 0
Accepted Answers:
Critical incident

9) Which of the following is NOT a characteristic of the critical incident method for performance appraisal?
- Providing examples of excellent work performance
- Comparing and ranking employees within a group
- Connecting specific incidents with performance goals
- Reflecting performance throughout the appraisal period
No, the answer is incorrect.
Score: 0

Accepted Answers:

Comparing and ranking employees within a group

10) Which appraisal method combines the benefits of narrative critical incidents and quantified scales by assigning scale points with specific examples of good or poor performance?  
- Behavioral anchored rating scale
- Constant sums rating scale
- Graphic rating scale
- Alternation ranking

No, the answer is incorrect.
Score: 0

Accepted Answers:

Behavioral anchored rating scale

11) The best method for reducing the problems of leniency or strictness in performance appraisals is to
- Keep critical incident logs
- Adhere to EEO guidelines
- Require multiple appraisals
- Impose a performance distribution

No, the answer is incorrect.
Score: 0

Accepted Answers:

Impose a performance distribution

12) Which of the following terms refers to the process of allowing subordinates to rate their supervisor's performance anonymously?
- Supplemental evaluation
- Downward feedback
- Upward feedback
- Peer evaluation

No, the answer is incorrect.
Score: 0

Accepted Answers:

Upward feedback

13) When an employee's performance is poor that a written warning is required, the warning should:
- Identify the standards by which the employee is judged
- Provide examples of employees who met the standard
- Be mailed to the employee and to an EEOC representative
- Provide examples of times when the employee met the standards

No, the answer is incorrect.
Score: 0

Accepted Answers:

Provide examples of times when the employee met the standards

14) Which component of performance management refers to communicating a firm's higher-level goals throughout the organization and then translating them into departmental and individual goals?
- Role clarification
- Goal alignment
- Performance monitoring
- Direction sharing
15) Mr. Ahmad is a school teacher and he feels dissatisfied at work. What best justifies this situation?

- His job may not be structured to suit his preferences
- It involves physical toughness
- It requires mental toughness
- It involves too much customer interaction

No, the answer is incorrect.
Score: 0
Accepted Answers:
* His job may not be structured to suit his preferences