Week 4 Assignment

The due date for submitting this assignment has passed. Due on 2018-03-07, 23:59 IST.

Submitted assignment

1) Which of the following is an advantage to a 360-degree feedback system?
   - Avoidance of “un-discussable”
   - Employees know their chances of being promoted before they submit the required forms
   - Develop a culture of continuous improvement
   - Allow for organizational control of an employee’s career

No, the answer is incorrect.
Score: 0
Accepted Answers:
Develop a culture of continuous improvement

2) What is the tendency to expose our minds only to ideas with which we already agree?
   - Selective Exposure
   - Selective Perception
   - Selective Retention
   - Selective Agreement

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

3) What is the minimum requirement for controlling biases and increasing acceptance of the performance management system?
   - Human Resource involvement
   - Employee involvement
   - Customer support
   - Raters competency

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

4) Which error occurs when a rater rate liberally and avoid to be strict on rating parameters?
   - Similar to me
5) From the following statements best describes selective retention?

- The tendency to remember only those pieces of information that were presented first
- The tendency to remember only those pieces of information that were presented last
- The tendency to remember only those pieces of information which support one’s current beliefs
- The tendency to remember only those pieces of information that are presented by a person the listener likes

No, the answer is incorrect.
Score: 0
Accepted Answers:
The tendency to remember only those pieces of information which support one’s current beliefs

6) Which of the following is NOT included in the implementation of a performance management system?

- Communication plan
- Appeals process
- Recruitment event
- Pilot testing

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

7) What does define 360-degree feedback system?

- Employees receive feedback from a variety of people including supervisors, coworkers, and clients.
- Results are given in pie-chart format.
- Employees have the opportunity to respond to feedback.
- Employees are responsible for providing feedback to everyone they deal with.

No, the answer is incorrect.
Score: 0
Accepted Answers:
Employees receive feedback from a variety of people including supervisors, coworkers, and clients.

8) What type of training is more likely to lead raters to provide consistent and more accurate ratings as well as to help employees design effective development plans?

- RET
- FOR training
- SL training
- BO training

No, the answer is incorrect.
Score: 0
9) What is the purpose of pilot testing a new performance management system?

- To identify employees who are resistant to the change
- To identify problems with the system before it is implemented system-wide
- To identify supervisors who are not able to rate employees properly
- To identify subordinates who should be terminated immediately

No, the answer is incorrect.
Score: 0

Accepted Answers:
* For training

To identify problems with the system before it is implemented system-wide

10) Team development stages include

- Forming, norming, storming, performing
- Forming, storming, norming, performing
- Forming, storming, performing, norming
- Storming, forming, norming, performing

No, the answer is incorrect.
Score: 0

Accepted Answers:
* Forming, storming, norming, performing

11) 360 degree feedback can be adversely affected by

- Individual perception
- Perceptual error
- Customers perception
- Supervisor’s rating

No, the answer is incorrect.
Score: 0

Accepted Answers:
* Customers perception

12) For implementing performance management, what are the following preparations needed except?

- Involvement of stakeholders
- Clear understanding of PM system functioning
- Understanding the top management
- Organizational support and acceptance

No, the answer is incorrect.
Score: 0

Accepted Answers:
* Understanding the top management

13) Which of the following is a type of bias that affects the effectiveness of a communication plan?

- Selective Participation
- Selective Exposure
- Selective Perspective
- Selective Agreement

No, the answer is incorrect.
Score: 0

Accepted Answers:
* Selective Exposure
14) Three main types of teams based on the task complexity and membership configuration dimensions are:

- Static teams, dynamic teams, and routine teams
- Work or service teams, project teams, and geographic teams
- Work or service teams, non routine teams, and dynamic teams
- Work or service teams, project teams, and network teams

No, the answer is incorrect.
Score: 0
Accepted Answers: Work or service teams, project teams, and network teams

15) When ratings are collected from supervisors, customers and peers, it is called

- 180-degree feedback
- 270-degree feedback
- 360-degree feedback
- 380-degree feedback

No, the answer is incorrect.
Score: 0
Accepted Answers: 360-degree feedback