Week 7 Assignment

The due date for submitting this assignment has passed. Due on 2018-03-28, 23:59 IST.

Submitted assignment

1) What do you mean by potential appraisal?
   - Developing the skill set and talent of an employee
   - Identifying the talent of an employee
   - Identifying and evaluating the skill set and talent of an employee
   - Measuring and appraising the performance of an employee

   No, the answer is incorrect.
   Score: 0

   Accepted Answers:
   
   Identifying and evaluating the skill set and talent of an employee

2) The process or capacity to break down, reformulate or transform a complicated situation into manageable terms is best known as:
   - Power of evaluation
   - Power of analysis
   - Power of persuasiveness
   - Power of vision

   No, the answer is incorrect.
   Score: 0

   Accepted Answers:
   Power of analysis

3) Which among the following is not an attribute of potential focused appraisal:
   - Non quantitative
   - Individual specific
   - More focus on past performance
   - More focus on future performance

   No, the answer is incorrect.
   Score: 0

   Accepted Answers:
   More focus on past performance

4) What does the term “solid citizen” in Philip model of potential appraisal speaks about:
   - An employee need to improve performance otherwise will be planned to fired
   - An employee need to be put in Performance Improvement Plans
   - An over performed employee

   No, the answer is incorrect.
   Score: 0

   Accepted Answers:
   More focus on past performance

https://onlinecourses.nptel.ac.in/noc18_hs14/unit?unit=11&assessment=90
An employee who lacks potential for higher job so encouraged for present job only

No, the answer is incorrect.
Score: 0
Accepted Answers:
An employee who lacks potential for higher job so encouraged for present job only

5) The situational interview process of potential appraisal helps to identify which among the ability of an employee:

- Job knowledge
- Past experiences
- Behavioural tendencies
- Present Performances

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

6) An ongoing process whereby an individual sets career goals and identifies the means to achieve them is known as:

- Career development
- Career Planning
- Career path
- Career Security

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

7) The therapeutic process of providing help & support to employees to face and sail through problems in organisational and personal space, is termed as:

- Mentoring
- Career Planning
- Employee Assistance Program
- Counselling

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

8) Which among the following type of award seeker desires for verbal or formal appreciation from manager or peers:

- Nesters
- Upward Movers
- Praise Cravers
- Bottom Liners

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

9) Which among the following is a type of reward based on membership:

- Profit Sharing
- Incentive systems
- Piece wage
10)------ is an approach of reward system which allows employees to opt from an assortment of rewards.

- Employee stock option plan
- Grab – bag approach
- Reward sharing plan
- Performance based reward

No, the answer is incorrect.
Score: 0

Accepted Answers:
Profit Sharing

11) Which among the following incentive plans encourages profit sharing in successful years and reducing base pay in unsuccessful years?

- Gain sharing plans
- Reward sharing plans
- Profit sharing plans
- Earning at risk plans

No, the answer is incorrect.
Score: 0

Accepted Answers:
Grab – bag approach

12) The act of a supervisor of assigning scores differently to various employees based on race, nationality, color, or ethnic and national origin is best known as:

- Unintentional discrimination
- Disparate treatment
- Misrepresentation
- Defamation

No, the answer is incorrect.
Score: 0

Accepted Answers:
Disparate treatment

13) Which among the following judiciary body is liable to handle the disputes related to minimum wage according to Minimum wage act, 1948?

- State
- Centre
- State and centre both
- Local jurisdiction

No, the answer is incorrect.
Score: 0

Accepted Answers:
State and Centre both

14) The maximum amount of bonus to be paid in an accounting year as per section 10 of Payment of bonus act, 1965 is:

- 20%
- 8.33%

No, the answer is incorrect.
Score: 0

Accepted Answers:
Profit Sharing

Granny bonus

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What is the mode of paying bonus to the employees as prescribed in the payment of bonus act, 1965?

- Cheque
- Account Transfer
- In kind
- Cash

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