

# 24 Lecture - MGT111

## Important Mcqs

1. **What is the purpose of a performance appraisal?**

- a. To determine an employee's salary
- b. To identify areas for improvement
- c. To discipline an employee
- d. To evaluate an employee's work-life balance

**Answer: b. To identify areas for improvement**

2. **Who typically conducts a performance appraisal?**

- a. The employee being appraised
- b. The employee's supervisor or manager
- c. The human resources department
- d. An external consultant

**Answer: b. The employee's supervisor or manager**

3. **Which of the following is NOT a common performance appraisal method?**

- a. Management by objectives
- b. Behaviorally anchored rating scales
- c. Cost-benefit analysis
- d. Graphic rating scales

**Answer: c. Cost-benefit analysis**

4. **Which of the following is a potential consequence of a poorly conducted performance appraisal?**

- a. Increased employee morale and job satisfaction
- b. Decreased employee turnover
- c. Improved job performance
- d. Decreased trust in the organization

**Answer: d. Decreased trust in the organization**

5. **Which type of performance appraisal focuses on specific job-related tasks and activities?**

- a. Trait-based appraisal
- b. Behavioral appraisal
- c. Results-based appraisal
- d. Task-based appraisal

**Answer: d. Task-based appraisal**

6. **Which of the following is an advantage of using a 360-degree feedback system in a performance appraisal?**
- a. It is easy and quick to implement
  - b. It provides a well-rounded view of an employee's performance
  - c. It is unbiased
  - d. It is typically more cost-effective than other methods

**Answer: b. It provides a well-rounded view of an employee's performance**

7. **What is a potential drawback of using a graphic rating scale in a performance appraisal?**
- a. It can be subjective and lack specificity
  - b. It can be time-consuming and expensive
  - c. It can be confusing for employees to understand
  - d. It can be biased in favor of certain employees

**Answer: a. It can be subjective and lack specificity**

8. **Which type of performance appraisal focuses on an employee's personal characteristics, such as their personality and attitude?**
- a. Trait-based appraisal
  - b. Behavioral appraisal
  - c. Results-based appraisal
  - d. Task-based appraisal

**Answer: a. Trait-based appraisal**

9. **Which of the following is an example of a performance appraisal error?**
- a. Central tendency bias
  - b. Leniency bias
  - c. Recency bias
  - d. All of the above

**Answer: d. All of the above**

10. **Which of the following is a potential benefit of using a behaviorally anchored rating scale in a performance appraisal?**
- a. It is easy to understand and use
  - b. It is cost-effective
  - c. It provides specific examples of job behaviors
  - d. It is not subject to bias

**Answer: c. It provides specific examples of job behaviors**