



سری سوال : یک ۱

زمان آزمون (دقیقه) : تستی : ۶۰ تشریحی : ۰

تعداد سوالات : تستی : ۳۰ تشریحی : ۰

عنوان درس : زبان تخصصی

رشته تحصیلی / کد درس : آموزش و بهسازی منابع انسانی ۱۳۱۱۴۹۲

1-This test gives consistent result.

1. Valuable test 2. Valid test 3. Reliable test 4. Intelligent test

2-What form of performance test is designed to show the capacity to learn a job?

1. Trade test 2. Aptitude test 3. Personality test 4. Interview

3-What is the first step in innovation?

1. Brainstorming 2. Forced association
3. Morphological analysis 4. Creation of new ideas

4-Observation of achieved result in nature calledand used in technological innovation.

1. Brainstorming 2. Bionics
3. Morphological analysis 4. Forced association

5-The most fundamental planning that managers do for their organization.

1. Strategic planning 2. Corporate planning
3. Strategic mentality 4. Personnel department

6-Anything that change the degree of uncertainty in decision making situation.

1. Activity 2. Rationality 3. Attention 4. Information

7-What is the best definition for rationality?

1. A process which is objective, logical and sensible
2. Financial or commercial trustworthiness
3. The act of giving practical effect
4. Relate to plans for long-term action

8-Among the functions of management which one appears to be the most studied and least understood?

1. Relationship 2. Organizing 3. Leadership 4. Motivation

9-Which one is not among the variable involved in leadership?

1. The characteristic of the leader 2. The attitudes, needs of the followers
3. The social, economic and potential milieu 4. The rate of production

10-What is the basic meaning of "control "in management?

1. Strategy 2. Measurement 3. Planning 4. Deciding

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11- "Setting the goals and the actions to reach them".

1. Controlling 2. Deciding 3. Planning 4. Feed backing

12-What kind of research is designed to put theories or facts in practical use?

1. Applied research 2. Basic research
3. Research department 4. Research strategy

13-In four-cell model, effective utilization in pre-personal management (PPM) depends on which mechanism of control?

1. Supervision 2. Capacity 3. Selection 4. Flexibility

14-The process by which the rule-bound system is policed in the interest of securing the targeted levels of performance.

1. Creativity 2. Utilization 3. Management 4. Supervision

15-It refers to the information, equipment, techniques and process required to transform inputs into outputs in the organization.

1. Technology 2. Product 3. Median 4. Effectiveness

16-Which one is not among different types of technologies categorized by Woodward?

1. Unit 2. Truth
3. Mass 4. Process production

17-What is the best definition of problem analyzability in Perrow`s technology clarification model?

1. Find an acceptable choice through trial and error
2. Unit members to perform repetitive activities in doing their job
3. Find successful methods for responding task exceptions
4. Identify the underlying dimensions of knowledge technology

18-It was the first person who works in neo-human relations movement.

1. Maslow 2. Herzberg 3. Mc Gregor 4. Taylor

19- "HRM" is the abbreviation of

1. Historical Resource Milieu 2. Human Resource management
3. Human Reaction System 4. Historical Resource management

20-In Porter`s "value chain", what is the main source of potential competitive advantage?

1. Human 2. Leadership 3. Enterprise 4. Stability

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21- These psychologists see the development of motivation as the central factor in job satisfaction.

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| 1. Lupton, Gowler, Bowe | 2. Maslow, Herzberg, Likert |
| 3. Blake, Mouton, Fiedler | 4. Crozier, Gouldner |

22- Behavioral scientist concentrates on what factor in job satisfaction?

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|---------------|---------------|-----------|------------|
| 1. Punishment | 2. Leadership | 3. Reward | 4. Content |
|---------------|---------------|-----------|------------|

23- In controlling labor contribution which strategy is used when there is a need to create a new form of relationship with the customer in order to attract a premium price for the product?

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|----------------|----------------|----------------|--------------|
| 1. Partnership | 2. Development | 3. Supervision | 4. Selection |
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24- It makes possible to compare actual results with intended results and attempt adjustments where indicated.

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|----------------|----------------|-------------|-----------------|
| 1. Performance | 2. Measurement | 3. Feedback | 4. Self-control |
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25- In which system we can measure performance while it is still occurring?

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|-----------------------------|---------------------|
| 1. Service-observing system | 2. Control system |
| 3. Management system | 4. Objective system |

26- Which factor in organizational conflict is related to incompatible personality?

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|---------------|------------------|------------------|---------------|
| 1. Structural | 2. Interactional | 3. Psychological | 4. Functional |
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27- It refers to the extent to which two units in an organization depend upon each other for coordinative activities to complete their task.

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|-----------------------------|---------------------------|
| 1. One-way task dependency | 2. Mutual task dependency |
| 3. Incompatible personality | 4. Hierarchical company |

28- Which one is not among the conditions that favor the use of matrix in organizational conflict?

1. Environmental pressure from two or more critical sectors
2. Interdependence between departments
3. Specialist groups and the management
4. Economies of scale in the use of internal resources

29- A process in which an effort is purposely made by A to offset the efforts of B by some form of blocking.

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| 1. Scarcity | 2. Power | 3. Stimulus | 4. Conflict |
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30-The adhocracy is associated with what kind of strategy?

1. Opposition, resolution, sampling
2. Diversity, change, high risk
3. Blockage, scarcity, opposition
4. Intent, overacts, combat pay