

محور ادارة الموارد البشرية

استاذ المادة: الاستاذ الدكتور ميثاق هاتف الفتلاوي

الامتحان التنافسي للمتقدمين لدراسة دكتوراه في ادارة الاعمال للعام 2022-2023

Note: Answer all questions:-

Q1: Please fill in the following blanks by mentioning the choice letter only. (50 Marks)

1. _____ HR managers are first concerned with ensuring that the business is appropriately staffed and thus able to draw on the human resources it needs. (A. Performance objectives, B. Staffing objectives, C. Administration objectives).
2. _____ definition of HR strategy is the intentions of the corporation both explicit and covert, towards the management of its employees, expressed through philosophies, policies and practices. (A. Tyson's (1995), B. Boxall and Purcell (2015), C. Gratton (2004).
3. One of Theoretical perspectives of strategic HRM is _____. (A. Human Capital pool B. Sustained Competitive advantage C. Universalist approach).
4. The three underlying theories of strategic HRM _____. A. (Intended Actual; fit; human capital) B.(universalist; fit; human capital) C. (universalist; fit; Employee attitudes).
5. While a huge variety of organization structures is possible, most can be categorized into one of three broad types _____. A. flexibility, bureaucratic and matrix. B. entrepreneurial, bureaucratic and matrix. C. entrepreneurial, bureaucratic and agility.
6. The bureaucratic form emphasises the distribution rather than centralisation of _____. A. Status and responsibility, B. power and Centralization. C. power and responsibility.
7. Atkinson's (1984) model of describe how firms develop flexibility through _____. A. numerical, temporal and functional means. B. Standardized, temporal and functional means. C. numerical, temporal and functional management.
8. _____ collects and analyses information about the tasks, responsibilities and context of jobs, and then collates them into some form of job description. (A. Job identification data B. Job content C. Job Analysis).
9. _____ These are a fast and holistic means of collecting job data, and can be conducted with job holders, supervisors and perhaps peers and subordinates. A. Work diaries B. Individual interviews. C. Interview strategy.
10. components of 'emotional intelligence _____ A. five B. Four C. three

Q2:- Put a mark of true or false. (50) degrees only

1. Self-awareness: the control of feelings, the ability to channel them in constructive ways; the ability to feel comfortable with ambiguity and not panic.

2. Social skill: friendliness with a purpose, being good at finding common ground and building rapport. Individuals with this competency are good persuaders, collaborative managers and natural networkers.
3. Both induction and ongoing training and development can influence reduce engagement and increase turnover.
4. Engagement has been linked with improved performance in a number of areas, not least improved retention.
5. Outside factors relate to situations in which someone stay for reasons that are largely unrelated to their work.
6. Authentic leadership is at the heart of effective leadership because of its emphasis on honesty, integrity and high ethical standards.
7. The term 'human resource management' (HRM) is not easy to define.
8. The universalist approach is derived from the conception of HRM as 'dirty practice'
9. The fit or contingency approach is based on two critical forms of fit. The first is external fit. The second is internal fit.
10. The entrepreneurial form relies on central power and can be described as primarily organic.

Good Luck

رئيس قسم ادارة الاعمال
الاستاذ الدكتور
محمود فهد عبد علي
2022

Q1: Please fill in the following blanks by mentioning the choice letter only. (50 Marks)

1. _____ the set of activities that creates value in the form of goods and services by transforming inputs into outputs. (A. Services B. Production C. Operations management.)
2. _____ Achieving maximum value, as perceived by the customer. (A. Operational hedging B. Improve Operations C. Low-cost leadership.)
3. Mission is ____ (A. The creation of a unique advantage over competitor B. How an organization expects to achieve its missions and goals C. The purpose or rationale for an organization's existence).
4. _____ defines the project by dividing it into its major subcomponents (or tasks), which are then subdivided into more detailed components, and finally into a set of activities and their related costs. (A. Agile projects B. Gantt charts C. Work breakdown structure (WBS))
5. Forecasting is _____ (A. Planning indicators that are valuable in helping organizations prepare medium- to long-range forecasts B. Projections of a company's sales for each time period in the planning horizon C. is the art and science of predicting future events. Forecasting may involve taking historical data (such as past sales) and projecting them into the future with a mathematical model.)
6. The objective of the product decision _____ (A. Product-by-value analysis lists products in descending order of their individual dollar contribution to the firm B. refers to both (1) determining what will satisfy the customer and (2) translating those customer desires into the target design. The idea is to capture a rich understanding of customer wants and to identify alternative process solutions C. is to develop and implement a product strategy that meets the demands of the marketplace with a competitive advantage.).
7. The ability of a product or service to meet customer needs ____ (A. Six Sigma B. Cost of quality (COQ) C. Quality).
8. Mass customization _____ (A. A chart of costs at the possible volumes for more than one process B. Produce to customer order rather than to a forecast. C. is the rapid, low-cost production of goods and services that fulfill increasingly unique customer desires).
9. The process of assigning jobs to work stations or processes. Scheduling techniques that load (or assign) work only up to the capacity of the process are called _____ (A. Assignment method B. Input-output control C. finite loading).

10. Lean operations _____ (A. Partnerships of suppliers and purchasers that remove waste and drive down costs for mutual benefits. B. Continuous and forced problem solving via a focus on throughput and reduced inventory. C. Eliminates waste through continuous improvement and focus on exactly what the customer wants.

Q2: Put a mark of true or false. (50) Marks only

1. Traditionally, there have been three types of maintenance: preventive maintenance, breakdown maintenance and Infant mortality.
2. Lean layouts reduce another kind of waste—movement.
3. Just-in-time (JIT) Continuous and forced problem solving via a focus on throughput and reduced inventory.
4. Distribution resource planning (DRP) An information system for identifying and planning the enterprisewide resources needed to take, make, ship, and account for customer orders.
5. Revenue (or yield) Management A planning strategy that sets production equal to forecast demand.
6. Service level The probability that demand will not be greater than supply during lead time. It is the complement of the probability of a stock out.
7. Logistics management Purchasing facilitated through the Internet.
8. Visual workplace The amount of time required to perform a job or part of a job.
9. If the focused work center is in a separate facility, it is often called a focused factory.
10. Linear regression analysis A straight-line mathematical model to describe the functional relationships between independent and dependent variables.

تمنياتي للجميع بالتوفيق

رئيس قسم ادارة الاعمال

الاستاذ الدكتور

محمود فهد عبد علي

2022

Ministry Of Higher Education And Scientific Research

University Of Kerbala

College Of Administration And Economics

Department Of Bussiness And Administration

Comprehension Exam for Phd. Program / Year 2022-2023

Strategic Management

Q1: Draw only figures (illustrate) (four) of the following :

- a- Environmental Variables .
- b- Hierarchy of strategy (three types of strategy) .
- c- Forces driving industry competition (Porter's approach) .
- * d- A corporation's value chain .
- e- Porter's Generic competitive strategies .
- f- Evaluation and control process .

Q2: Answers (four) of the following :

- a- Why has strategic management become so important to today's corporations ?
- b- Why are strategic decisions different from other kinds of decisions ?
- c- Miles and Snow strategies .
- d- Barney VRIO framework of analysis proposes four questions to evaluate a firm's competencies .
- e- The process of SIX Sigma encompasses Five steps .
- f- Balanced Scorecard Approach : Using Key performance measures .

GOOD LUCK

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Subject: Financial management

Department of administration

Time: 3 Hours

Competitive Exam/ PHD.

2022

Q/1 Choose the right answer

- 1- -----A business formed by two or more individuals or entities.
a) Partnership b) sole proprietorship c) corporation d) non
- 2- -----the possibility of conflict of interest between the stockholders and management of a firm.
a) Trade off problem b) capital problem c) agency problem d) all
- 3- -----is the rate of the extra tax you would pay if you earned one more dollar
a) average tax rate b) marginal tax rate c) corporate tax rate d) non.
- 4- ----- refers to the cash flow that results from the firm's day-to-day activities of producing and selling..
a) Cash flow from assets b) Operating cash flow c) Cash flow to creditors
d) Cash flow to stockholders
- 5- if net working capital of \$2,170, current liabilities of \$4,590, and inventory of \$3,860. What is the quick ratio?
a) 0.63 times b) 1.47 times c) 1.63 times d) non
- 6- -----the process of accumulating interest on an investment overtime to earn more interest.
a) simple interest b) tax rate c) compounding d) non
- 7- A ----- is an annuity with an infinite number of payments
a) annuity due b) Perpetuity c) present value d) non
- 8- ----- An increase in a firm's shares outstanding without any change in owners' equity.
a) stock split b) stock dividend c) stock price d) non
- 9- -----The principal amount of a bond that is repaid at the end of the term.
a) face value b) par value c) all d) non
- 10- ----- The portion of a nominal interest rate that represents compensation for expected future inflation.

- a) interest rate risk premium b) inflation premium c) all d) non

11- The Efficient Markets Hypothesis (EMH) holds that

- a) Stocks are always in equilibrium b) it is impossible for an investor who does not have inside information to consistently beat the market c) non d) a and b

12- AA Industries's stock has a beta of 0.6. The risk-free rate is 3% and the expected return on the market is 10%. What is the required rate of return on AA's stock?

- a) 0.082 b) 0.092 c) 0.72 d) 0.072

13- _____ is a hybrid security having some characteristics of debt and some of equity.

- a) stock b) bond c) Preferred stock d) non

14- _____ which give the holder the right to buy an asset at a given price for a given period of time.

- a) Call option b) put options c) a and b d) non

15- _____ A risk that influences a large number of assets. Also called market risk.

- a) unsystematic risk b) systematic risk c) total risk d) non

16- Targaryen Corporation has a target capital structure of 70 percent common stock, and 30 percent debt. Its cost of equity is 10 percent, and the pretax cost of debt is 6 percent. The relevant tax rate is 40 percent. What is the company's WACC?

- 0.10 b) 0.07 c) 0.08 d) 0.09

17- _____ The degree to which a firm or project relies on fixed costs.

- a) operating leverage b) financial leverage c) total leverage d) non

18- _____ The costs that are associated with bankruptcy, such as legal and administrative expenses.

- a) indirect bankruptcy costs b) direct bankruptcy costs c) all d) non

19- _____ The date on which the board of directors passes a resolution to pay a dividend.

- a) declaration date b) ex-dividend date c) date of record d) date of payment

20- _____ The time between sale of inventory and collection of the receivable.

- a) accounts payable period b) cash cycle c) accounts receivable period d) all

Q1 : What are effect of marketing role in the consumer behavior ?

Q2 : What do consumers think of sustainable marketing ?

Q3 : Discuss any two of the following :

A : The potential and limitations of social marketing .

B : Shared values and common behavior in marketing .

C : Why study marketing ?

Q4 :What are the main reasons why we should the history of marketing ?

Q5 : What are the characteristic of network marketing and what is the role of network marketing in Iraqi markets ?

Q1 : How to spark constructive values in Organization and get ride of non-constructive values ?

Q2 : What is influences the individual differences and Organizational constraints on decision making ?

Q3 : What is the link between emotions and Ethical ?

Q4 : Explain any three of the following :

A : How managers can influence on moeds ?

B : The big five personality model ?

C : The major behavior sciences disciplines that contribute to Organizational behavior ?

D : The link between perception and impression management ?

Q5 : What is the impact of satisfied and dissatisfied employees on the work place ?