




Q1 / A / What are The Human Resource Managers Competencies ? (40 M)

B / Discuss "Human Resources as a Competitive Advantage" ?

Q2 / Choose the correct answer from among the options given against each paragraph :(60M)

| | The paragraph | A | B | C | D |
|----|------------------------------------------------------------------------------------------------------------------------|--------------------------|-----------------------------|------------------------|--------------------------|
| 1 | From typical broad areas to cover with the HR audit | Employee communications | Compensation | Group benefits | each of the above |
| 2 | information of Job analysis includes : | Manager Behaviors | Machines and tools | Job problems | Performance Appraisal |
| 3 | most job descriptions contain sections that cover: | Standards of performance | Job Identification | Work Relationships | None of the above |
| 4 | One of simple tools for projecting personnel needs: | Statistical Analysis | Trend Analysis | Computerized Analysis | Each Of The Above |
| 5 | recruiting a more diverse workforce, For example : | New Workers | Skill Workers | Older Workers | None of the above |
| 6 | Participants solve realistic problems as members of simulated companies competing in a marketplace | The in-basket | Leaderless group discussion | Management games | Individual presentations |
| 7 | still provides new employees with the information they need to function (such as computer passwords and company rules) | Employee orientation | Employee Development | Employee Training | Employee Onboarding |
| 8 | From Techniques For Appraising Performance : | Paired Comparison Method | Series Markov Method | Benchmarking Method | None of the above |
| 9 | From Potential Performance Appraisal Problems : | Unclear Appraisal | Bad Training | Leniency or Strictness | Each Of The Above |
| 10 | actions intended to place physical or psychological distance between employees and their work environments | Voluntary Turnover | Involuntary Turnover | Employee Separation | Job Withdrawal |

I Wish Everyone Good Luck


 Prof. Dr.
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Organization theory q organizational behavior

Q1:

(60mark)

A:The types of organizational change are A...B...C....

B:The components of organizational culture are A....B.....

C:The sources of organizational power are A....B....

D:The different between classical organization and virtual organizations are A...B....

E:The different between a group and a team are A.....B.....C.....

F:The effectiveness approaches are A....B....C....D.....

Q2:

(40mark)

What are the major behavior science organization behavior

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Competitive
Examination

Dept: Business administration

(Marketing management)

(60 mark)

Q1:

A:The challenges facing the marketing excellence in Iraq companies are
A...B...C...D...E.....

B:The types of Ambidexterity marketing are A...B...C...D...E....

C:The factors Affecting the marketing ethical decisions making are
A...B...C...D...E.....

D:The component of marketing flexibility are A....B.....

E:The concept of smark marketing is

F:The challenges facing digital marketing in Iraqi are A....B...C...D...

Q2:

(40mark)

Do you think is possible to development of marketing tasks in Iraqi
organizations? What are the ways?



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| | |
|-----------------------------------------|-----------------------------------------|
| Karbala University | (Ph.D. program) competitive examination |
| College of Administration and Economics | Production and operations management |
| Business Administration Department | June-2023 |

Q1/: Choose the correct answer from among the options provided under each paragraph. (60M.)

| | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1- Single-factor productivity: a) remains constant. b) is never constant. c) usually uses labor as a factor. d) seldom uses labor as a factor. | 6- The ability of a process to meet design specifications is called: a) Taguchi. b) capability index c) acceptance sampling. d) process capability. |
| 2- Evaluating outsourcing providers by comparing their weighted average scores involves: a) factor-rating analysis. b) cost-volume analysis. c) transportation model analysis. d) linear regression analysis. | 7- A crossover chart for process selection focuses on: a) labor costs b) material cost. c) both labor and material costs. d) fixed and variable costs. |
| 3- The critical path of a network is the: a) shortest-time path through the network. b) path with the fewest activities. c) path with the most activities. d) longest-time path through the network. | 8- Which of the following decisions covers the longest time period? a) Short-term scheduling b) Capacity planning c) Aggregate planning d) A master schedule |
| 4- Evaluating location alternatives by comparing their composite (weighted-average) scores involves a) factor-rating analysis. b) cost-volume analysis. c) transportation model analysis. d) linear regression analysis. | 9- A fixed-position layout: a) addresses the layout requirements of large, bulky projects such as ships and buildings. b) seeks the best machine utilization in continuous production. c) allocates shelf space based on customer behavior. d) deals with low-volume, high-variety production. |
| 5- Product development systems include: a) bills of material. b) routing charts. c) functional specifications. d) product-by-values analysis. | 10- The tracking signal is the: a) standard error of the estimate. b) mean absolute deviation (MAD). c) ratio of the cumulative error to MAD. d) mean absolute percent error (MAPE). |

Q2/: a-What are the five reasons productivity is difficult to improve in the service sector? (20M.)

b- What are the Tactics for Matching Capacity to Demand? (20M.)

I Wish Everyone Good Luck

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Subject: Financial management

Department of administration

Competitive Exam/ PHD.

Q/1 Choose the right answer

- 1- -----The possibility of conflict of interest between the stockholders and management of a firm
a) capital budgeting b) agency problem c) agency costs d) non
- 2- ----- Amount of tax payable on the next dollar earned..
a) marginal tax rate b) average tax rate c) Cash flow d) non
- 3- Cash flow from assets = -----
a) Cash flow to creditors - Cash flow to stockholders b) Cash flow to creditors / Cash flow to stockholders c) Cash flow to creditors + Cash flow to stockholders d) all.
- 4- Total debt ratio = -----
a) $(\text{Total assets} - \text{Total equity}) / \text{Total assets}$ b) $(\text{Total liability} + \text{Total equity}) / \text{Total assets}$
c) $\text{Total equity} / \text{Total assets}$ d) non
- 5- EPS =-----
a) Net income/ sale b) Net income/ equity c) Net income/ Asset d) Net income/ Shares outstanding
- 6- ----- The principal amount of a bond that is repaid at the end of the term.
a) Par value. b) face value c) both of them d) non
- 7- ----- The written agreement between the corporation and the lender detailing the terms of the debt issue.
a) indenture b) call-protected bond c) protective covenant d) non
- 8- Suppose we observe a stock selling for \$20 per share. The next dividend will be \$1 per share. You think that the dividend will grow by 10 percent per year more or less indefinitely. What return does this stock offer if this is correct?
a) 10% b) 1.5% c) 5% d) 15%
- 9- ----- The discount rate that makes the NPV of an investment zero.
a) IRR b) AAR c) PI d) non
- 10- If a market is-----, then all *public* information is reflected in the stock price.

- a) weak form efficiency b) semi-strong form efficiency c) strong form efficiency d) non

11- Suppose you put half of your money in Apple and half in Coca-Cola. What would the beta of this combination be? if Apple has a beta of 1.44 and Coca-Cola has a beta of .74.

- a) 1.09 b) 1.19 c) 1.29 d) non

12- AA stock has a beta of 0.7. 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) 0.059 b) 0.049 c) 0.099 d) non

13- ----- The equation of the SML showing the relationship between expected return and beta..

- a) NPV b) CAPM c) WACC d) non

14- -----

A company's first equity issue made available to the public. Also called an unseasoned new issue.

- a) initial public offering b) rights offer c) general cash offer d) non

15- ----- The equity risk that comes from the nature of the firm's operating activities.

- a) financial risk b) cost preferred stock c) business risk d) cost of common stock

16- ----- The costs of avoiding a bankruptcy filing incurred by a financially distressed firm.

- a) direct bankruptcy costs b) indirect bankruptcy costs c) financial distress costs d) non

17- ----- 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) non

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

- a) operating cycle b) inventory period c) accounts receivable period d) non

19- -----

Money deposited in a financial center outside of the country whose currency is involved

- a) Eurobonds b) Eurocurrency c) foreign bonds d) non

20- ----- An agreement to exchange currency at some time in the future.

- a) forward trade b) spot exchange rate c) spot trade d) non

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Competitive Exam for phd Program / Year 2023-2024
Strategic Management

Q1: Draw only a figure that illustrate the following: (50 Mark)

- Forces driving industry competition. (Industry analysis).
- A corporation's value chain.
- Competitive strategies.

Q2: Briefly answer the following (50 Mark)

- STEEP Analysis.
- VRIO framework.
- S WOT analysis.

GOOD LUCK

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