

National Testing Agency

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Organizational Behaviour

Group Number :	1
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Organizational Behaviour

Section Id :	899514216
Section Number :	1
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Number of Questions :	100
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Section Marks : 100
Mark As Answered Required? : Yes
Sub-Section Number : 1
Sub-Section Id : 899514257
Question Shuffling Allowed : Yes

Question Number : 1 Question Id : 89951412964 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No
Correct Marks : 1 Wrong Marks : 0

Which of these is not a management skills identified by Robert Katz?

1. Technical skills
2. Conceptual Skills
3. Human Skills
4. Accounting Skills

Options :

89951450431. 1
89951450432. 2
89951450433. 3
89951450434. 4

Question Number : 2 Question Id : 89951412965 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No
Correct Marks : 1 Wrong Marks : 0

Exchanging routine information and processing paperwork. These are the characteristic of which managerial activity defined by Luthans and his associates?

1. Traditional Management
2. Human Resource Management
3. Networking
4. Communication

Options :

89951450435. 1

89951450436. 2

89951450437. 3

89951450438. 4

Question Number : 3 Question Id : 89951412966 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following is not a challenge or opportunity of OB?

1. Improving Quality and Productivity
2. Managing Workforce Diversity
3. Responding to Localization
4. Empowering People

Options :

89951450439. 1

89951450440. 2

89951450441. 3

89951450442. 4

Question Number : 4 Question Id : 89951412967 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Who gave the management roles?

- 1.Luthans
- 2.Mintzberg
3. Both of them
4. None of them

Options :

89951450443. 1

89951450444. 2

89951450445. 3

89951450446. 4

Question Number : 5 Question Id : 89951412968 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of these is not a management skills identified by Robert Katz?

1. Technical skills
2. Conceptual Skills
3. Financial Skills
4. Human skills

Options :

89951450447. 1
89951450448. 2
89951450449. 3
89951450450. 4

Question Number : 6 Question Id : 89951412969 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Internal environment does not include _____?

1. Employee Morale
2. Cultural changes
3. Customer Morale
4. Financial Issues

Options :

89951450451. 1
89951450452. 2
89951450453. 3
89951450454. 4

Question Number : 7 Question Id : 89951412970 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of these is not included in external environmental factor?

1. Political Factors
2. Change in the Economy
3. Change in the company
4. Change in the employees

Options :

- 89951450455. 1
- 89951450456. 2
- 89951450457. 3
- 89951450458. 4

Question Number : 8 Question Id : 89951412971 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of these is a major determinant of OB?

1. Structure
2. Skills
3. System
4. Staff

Options :

- 89951450459. 1
- 89951450460. 2
- 89951450461. 3
- 89951450462. 4

Question Number : 9 Question Id : 89951412972 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The knowledge of Organizational Behavior will help understand better

1. The current state of a work world of continual change
2. The methods of overcoming resistance to change process
3. The ways of creating a better organizational culture that facilitates change process
4. All of the above

Options :

89951450463. 1

89951450464. 2

89951450465. 3

89951450466. 4

Question Number : 10 Question Id : 89951412973 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Most of the learning that takes place in the Class room is

1. Classical conditioning
2. Operant conditioning
3. Cognitive learning
4. Social learning

Options :

89951450467. 1

89951450468. 2

89951450469. 3

89951450470. 4

Question Number : 11 Question Id : 89951412974 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

.....are those factors that exists in the environment as perceived by the individual

1. Physiological drive
2. Psychological drive
3. Cue stimuli
4. Reinforcement

Options :

- 89951450471. 1
- 89951450472. 2
- 89951450473. 3
- 89951450474. 4

Question Number : 12 Question Id : 89951412975 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

.....is the process of screening out information that we are uncomfortable with or that contradict to our beliefs

1. Perceptual context
2. Selective perception
3. Halo effect
4. Stereotyping

Options :

- 89951450475. 1
- 89951450476. 2
- 89951450477. 3
- 89951450478. 4

Question Number : 13 Question Id : 89951412976 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The extent to which individuals consistently regard themselves as capable, worthy, successful etc. is

1. Self esteem
2. Authoritarianism
3. Tolerance for ambiguity
4. Workhollism

Options :

89951450479. 1
89951450480. 2
89951450481. 3
89951450482. 4

Question Number : 14 Question Id : 89951412977 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

A learned pre-disposition to respond in a consistently favourable or unfavourable manner with respect to a given object

1. Perception
2. Attitude
3. Behavior
4. personality

Options :

89951450483. 1
89951450484. 2
89951450485. 3
89951450486. 4

Question Number : 15 Question Id : 89951412978 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

-----is an attitude reflects the extent to which an individual is gratified or fulfilled by his work

1. Motivation
2. Job satisfaction
3. Contribution
4. Cognitive dissonance

Options :

- 89951450487. 1
- 89951450488. 2
- 89951450489. 3
- 89951450490. 4

Question Number : 16 Question Id : 89951412979 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Maslow's "basic needs" are also known as

1. Social needs
2. Esteem needs
3. Safety needs
4. Physiological needs

Options :

- 89951450491. 1
- 89951450492. 2
- 89951450493. 3
- 89951450494. 4

Question Number : 17 Question Id : 89951412980 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

In Maslow's Need hierarchy which needs are shown between Esteem needs and Safety needs

1. Social needs
2. Esteem needs
3. Security needs
4. Basic need

Options :

- 89951450495. 1
- 89951450496. 2
- 89951450497. 3
- 89951450498. 4

Question Number : 18 Question Id : 89951412981 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

ERG theory of motivation was proposed by

1. Maslow
2. F. Herzberg
3. Alderfer
4. McGregor

Options :

- 89951450499. 1
- 89951450500. 2
- 89951450501. 3
- 89951450502. 4

Question Number : 19 Question Id : 89951412982 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Under ERG theory, “R” stands for-----

1. Rationality
2. Responsibility
3. Remuneration
4. Relatedness

Options :

- 89951450503. 1
- 89951450504. 2
- 89951450505. 3
- 89951450506. 4

Question Number : 20 Question Id : 89951412983 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Those who have a _____ Personality are perpetually involved in a struggle to do more and more activities in less time.

1. Self-Monitor
2. Type A
3. Type B
4. Machiavellianism

Options :

- 89951450507. 1
- 89951450508. 2
- 89951450509. 3
- 89951450510. 4

Question Number : 21 Question Id : 89951412984 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

A personality dimension that characterizes someone as calm, self-confident, secure (positive) versus nervous, depressed, and insecure (negative) is

1. Narcissism
2. Self-Monitoring
3. Emotional Stability
4. Proactive

Options :

- 89951450511. 1
- 89951450512. 2
- 89951450513. 3
- 89951450514. 4

Question Number : 22 Question Id : 89951412985 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

A personality dimension that characterizes someone in terms of imagination, sensitivity, and curiosity is

1. Emotional Stability
2. Self-Monitoring
3. Proactive
4. Openness to Experience

Options :

- 89951450515. 1
- 89951450516. 2
- 89951450517. 3
- 89951450518. 4

Question Number : 23 Question Id : 89951412986 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

A personality dimension describing someone who is sociable, gregarious, and assertive is

1. Extraversion
2. Self-Monitor
3. Conscientiousness
4. Narcissim

Options :

- 89951450519. 1
- 89951450520. 2
- 89951450521. 3
- 89951450522. 4

Question Number : 24 Question Id : 89951412987 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

A Personality dimension that describes someone who is good-natured, cooperative and trusting is

1. Agreeableness
2. Conscientiousness
3. Machiavellianism
4. Narcissim

Options :

- 89951450523. 1
- 89951450524. 2
- 89951450525. 3
- 89951450526. 4

Question Number : 25 Question Id : 89951412988 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ is the sum total of ways in which an individual reacts to and interacts with others.

1. Moods
2. Values
3. Personality
4. Attitudes

Options :

89951450527. 1
89951450528. 2
89951450529. 3
89951450530. 4

**Question Number : 26 Question Id : 89951412989 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No
Correct Marks : 1 Wrong Marks : 0**

The value attributes that specifies importance is known as

1. Mode of Conduct
2. End state
3. Intensity
4. Freedom

Options :

89951450531. 1
89951450532. 2
89951450533. 3
89951450534. 4

**Question Number : 27 Question Id : 89951412990 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No
Correct Marks : 1 Wrong Marks : 0**

The attribute that says that end state of existence is important is

1. Mode of Conduct
2. Content
3. Intensity
4. Freedom

Options :

- 89951450535. 1
- 89951450536. 2
- 89951450537. 3
- 89951450538. 4

Question Number : 28 Question Id : 89951412991 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Openness corresponds to the value of

1. Self-direction
2. Conformity
3. Security
4. Tradition

Options :

- 89951450539. 1
- 89951450540. 2
- 89951450541. 3
- 89951450542. 4

Question Number : 29 Question Id : 89951412992 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The time at which an object or event is seen is an example of a _____ factor influencing the perceptual process.

1. Perceiver
2. Target
3. Context of the situation
4. Reality

Options :

- 89951450543. 1
- 89951450544. 2
- 89951450545. 3
- 89951450546. 4

Question Number : 30 Question Id : 89951412993 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The theory that has been proposed to develop explanations to explain that we judge people differently depending on what meaning we assign to their behavior is:

1. Behavioral theory
2. Judgmental theory
3. Equity theory
4. Attribution theory

Options :

- 89951450547. 1
- 89951450548. 2
- 89951450549. 3
- 89951450550. 4

Question Number : 31 Question Id : 89951412994 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The most relevant application of perception concepts to OB is:

1. Person perception
2. Context perception
3. Situation perception
4. Reality perception

Options :

- 89951450551. 1
- 89951450552. 2
- 89951450553. 3
- 89951450554. 4

Question Number : 32 Question Id : 89951412995 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Non-programmed decisions are made following a set of procedures that have been determined previously.

1. True
2. False
3. Partially True
4. Partially False

Options :

- 89951450555. 1
- 89951450556. 2
- 89951450557. 3
- 89951450558. 4

Question Number : 33 Question Id : 89951412996 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

When a manager has little reliable information on which to make a decision, we say that the manager is operating under certainty.

1. True
2. False
3. Partially True
4. Partially False

Options :

89951450559. 1
89951450560. 2
89951450561. 3
89951450562. 4

Question Number : 34 Question Id : 89951412997 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

When a manager follows her company's policy steps in approving a return of merchandise to the department store, this is an example of a (n) decision.

1. Programmed
2. Intuitive
3. Irrational
4. Non programmed

Options :

89951450563. 1
89951450564. 2
89951450565. 3
89951450566. 4

Question Number : 35 Question Id : 89951412998 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Leadership is best defined as _____.

1. the ability to merely project one's abilities in the lack of actual accomplishments
2. the ability to reduce the dependence of team members on each other
3. the ability to induce the team members to focus on individual goals rather than collective goals
4. the ability to influence a group toward the achievement of a vision or set of goals

Options :

- 89951450567. 1
- 89951450568. 2
- 89951450569. 3
- 89951450570. 4

Question Number : 36 Question Id : 89951412999 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Trait theories of leadership focus on _____.

1. the special relationship that leaders establish with a small group of their followers
2. the personal qualities and characteristics that differentiate leaders from non-leaders
3. the way the leader makes decisions
4. the extent to which followers are willing and able to accomplish a specific task

Options :

- 89951450571. 1
- 89951450572. 2
- 89951450573. 3
- 89951450574. 4

Question Number : 37 Question Id : 89951413000 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Emotional intelligence (EI) is critical to effective leadership because one of its core components is _____ which reflects the consideration that leaders must be able to express.

1. conscientiousness
2. empathy
3. optimism
4. introversion

Options :

- 89951450575. 1
- 89951450576. 2
- 89951450577. 3
- 89951450578. 4

Question Number : 38 Question Id : 89951413001 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Contingency theories focus on the _____ that impact leadership success.

1. personality variables
2. leader's abilities to inspire and transform followers
3. situational variables
4. values and ethics

Options :

- 89951450579. 1
- 89951450580. 2
- 89951450581. 3
- 89951450582. 4

Question Number : 39 Question Id : 89951413002 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following theories of leadership is based on situational variables?

1. attribution theory
2. trait theories
3. charismatic leadership theory
4. path-goal theory

Options :

89951450583. 1
89951450584. 2
89951450585. 3
89951450586. 4

Question Number : 40 Question Id : 89951413003 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

The least preferred co-worker (LPC) questionnaire is used to measure whether _____.

1. the followers are able and willing
2. a leader is task or relationship-oriented
3. the members are in the in-group or out-group
4. employees prefer servant leadership over situational leadership

Options :

89951450587. 1
89951450588. 2
89951450589. 3
89951450590. 4

Question Number : 41 Question Id : 89951413004 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Fiedler's contingency leadership model assumes that _____.

1. an individual's leadership style is essentially fixed
2. an individual is constantly striving to develop a more productive style
3. an individual's leadership is primarily determined by the the features of the followers
4. an individual's leadership style can be altered much like his/her personality traits

Options :

89951450591. 1

89951450592. 2

89951450593. 3

89951450594. 4

Question Number : 42 Question Id : 89951413005 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following statements is true with regard to the path-goal theory of leadership?

1. The theory considers leadership to be a set of attributes ascribed to leaders by followers.
2. The theory proposes only a passive and supportive role for leaders.
3. The theory considers removing obstacles to be a component of effective leadership.
4. The theory proposes that leaders must work closely with followers throughout.

Options :

89951450595. 1

89951450596. 2

89951450597. 3

89951450598. 4

Question Number : 43 Question Id : 89951413006 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following leadership behaviors is likely to differentiate between transactional and transformational leaders?

1. management by exception (active and passive)
2. contingent reward
3. individualized consideration
4. micromanagement

Options :

- 89951450599. 1
- 89951450600. 2
- 89951450601. 3
- 89951450602. 4

Question Number : 44 Question Id : 89951413007 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The leader-participation model focuses on _____.

1. the personality traits of leaders
2. the presence of charisma in the leader
3. the way decisions are made by the leader
4. the mere projection of successful leadership by the leader

Options :

- 89951450603. 1
- 89951450604. 2
- 89951450605. 3
- 89951450606. 4

Question Number : 45 Question Id : 89951413008 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Work specialization is also referred to as _____.

1. Span of Control
2. Division of Labour
3. Unity of Command
4. Job Grouping

Options :

89951450607. 1
89951450608. 2
89951450609. 3
89951450610. 4

Question Number : 46 Question Id : 89951413009 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The _____ is also called the network or modular organization.

1. Virtual organization
2. Team structure
3. Matrix
4. Bureaucracy

Options :

89951450611. 1
89951450612. 2
89951450613. 3
89951450614. 4

Question Number : 47 Question Id : 89951413010 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The _____ is a structure characterized by extensive departmentalization, high formalization, a limited information network, and centralization.

1. Mechanistic model
2. Organic model
3. Technology model
4. Boundary-less organization

Options :

- 89951450615. 1
- 89951450616. 2
- 89951450617. 3
- 89951450618. 4

Question Number : 48 Question Id : 89951413011 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Changes in corporate strategy precede and lead to _____.

1. Changes in the environment
2. Better communication
3. Increased productivity
4. Changes in an organization's structure

Options :

- 89951450619. 1
- 89951450620. 2
- 89951450621. 3
- 89951450622. 4

Question Number : 49 Question Id : 89951413012 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following is NOT a determinant of an organization's structure?

1. Strategy
2. Organization size
3. Industry
4. Technology

Options :

89951450623. 1
89951450624. 2
89951450625. 3
89951450626. 4

Question Number : 50 Question Id : 89951413013 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following is NOT a characteristic of an organization's culture?

1. Outcome orientation
2. Assertiveness
3. Innovation and risk taking
4. Attention to detail

Options :

89951450627. 1
89951450628. 2
89951450629. 3
89951450630. 4

Question Number : 51 Question Id : 89951413014 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following is key to look at when diagnosing the organization's current culture?

1. Recruiting methods
2. Practices and behaviors
3. Employee benefits
4. Other organizations in a similar industry

Options :

- 89951450631. 1
- 89951450632. 2
- 89951450633. 3
- 89951450634. 4

Question Number : 52 Question Id : 89951413015 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following best describes organizational culture?

1. Geographic location of the workplace
2. The collective behaviors of individuals within an organization
3. Organizational procedures, manuals and dress codes
4. Superficial details indicating how things are done

Options :

- 89951450635. 1
- 89951450636. 2
- 89951450637. 3
- 89951450638. 4

Question Number : 53 Question Id : 89951413016 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following is NOT a function of culture?

1. Enhances the stability of the social system
2. Conveys a sense of identity
3. Acceptance of diversity
4. Generation of commitment

Options :

89951450639. 1
89951450640. 2
89951450641. 3
89951450642. 4

**Question Number : 54 Question Id : 89951413017 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No
Correct Marks : 1 Wrong Marks : 0**

When an organization becomes _____, it takes on a life of its own, apart from its founders or any of its members.

1. Institutionalized
2. Stabilized
3. Cultured
4. Mature

Options :

89951450643. 1
89951450644. 2
89951450645. 3
89951450646. 4

**Question Number : 55 Question Id : 89951413018 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No
Correct Marks : 1 Wrong Marks : 0**

An example of change in the nature of the work force is

1. Increase in College Attendance
2. Mergers & Consolidations
3. More Cultural Diversity
4. Increase in Divorce Rates

Options :

89951450647. 1
89951450648. 2
89951450649. 3
89951450650. 4

**Question Number : 56 Question Id : 89951413019 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No
Correct Marks : 1 Wrong Marks : 0**

An example(s) of internal change forces is (are):

1. Increase in college attendance
2. Mergers and consolidations
3. More cultural diversity
4. Increase in divorce rates

Options :

89951450651. 1
89951450652. 2
89951450653. 3
89951450654. 4

**Question Number : 57 Question Id : 89951413020 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No
Correct Marks : 1 Wrong Marks : 0**

Which of the following is not cited as a force for change?

1. Technology
2. Economic shocks
3. Decreasing skill sets
4. Social trends

Options :

- 89951450655. 1
- 89951450656. 2
- 89951450657. 3
- 89951450658. 4

Question Number : 58 Question Id : 89951413021 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Phrases such as “more cultural diversity,” “many new entrants with inadequate skills,” and “increase in professionals” are all examples of what force for change?

1. Technology
2. World politics
3. Nature of the work force
4. Social trends

Options :

- 89951450659. 1
- 89951450660. 2
- 89951450661. 3
- 89951450662. 4

Question Number : 59 Question Id : 89951413022 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Michelle Martinez is a registered nurse at a state psychiatric facility. She constantly complains of feeling exhausted and has been experiencing problems with concentration while on duty and in her family life. This in turn has resulted in her loss of enthusiasm for the job and has produced a feeling of personal underachievement in Michelle. Michelle is most probably experiencing _____.

1. Burnout
2. Stress
3. Role conflict
4. Role ambiguity

Options :

89951450663. 1
89951450664. 2
89951450665. 3
89951450666. 4

Question Number : 60 Question Id : 89951413023 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Martin Manchez was recently hired on at the Applegate Industrial Firm. He is very unsure exactly what the new job requires of him and has no information as to what resources he may utilize to accomplish his assignments. Martin is feeling a significant amount of dissatisfaction and uncertainty about his new job. It is indicated that Martin is most probably experiencing _____.

1. Role conflict
2. Role ambiguity
3. Stress
4. All of the above

Options :

89951450667. 1

89951450668. 2

89951450669. 3

89951450670. 4

Question Number : 61 Question Id : 89951413024 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Exchanging routine information and processing paperwork. These are the characteristic of which managerial activity defined by Luthans and his associates?

1. Traditional Management
2. Human Resource Management
3. Networking
4. Communication

Options :

89951450671. 1

89951450672. 2

89951450673. 3

89951450674. 4

Question Number : 62 Question Id : 89951413025 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following is the element of Classical conditioning?

- 1.Unconditioned Stimulus
- 2.Unconditioned Response
- 3.Conditioned Stimulus
- 4.All of the above

Options :

89951450675. 1

89951450676. 2

89951450677. 3

Question Number : 63 Question Id : 89951413026 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The timing of the behavioral consequences that follow a given behavior is called the reinforcement schedule. Which of the following is type of reinforcement schedule?

1. continuous
2. intermittent
3. both of them
4. none of them

Options :

89951450679. 1
89951450680. 2
89951450681. 3
89951450682. 4

Question Number : 64 Question Id : 89951413027 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ component of an attitude is the opinion or belief segment of an attitude.

1. Cognitive
2. Behavioral
3. Affective
4. None of the above

Options :

89951450683. 1
89951450684. 2
89951450685. 3
89951450686. 4

Question Number : 65 Question Id : 89951413028 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

_____ component is the emotion or feeling segment of an attitude.

1. Cognitive
2. Behavioral
3. Affective
4. None of the above

Options :

89951450687. 1
89951450688. 2
89951450689. 3
89951450690. 4

Question Number : 66 Question Id : 89951413029 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

_____ component of an attitude is an intention to behave in a certain way toward someone or something.

1. Cognitive
2. Behavioral
3. Affective
4. None of the above

Options :

89951450691. 1
89951450692. 2
89951450693. 3
89951450694. 4

Question Number : 67 Question Id : 89951413030 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Cognitive Dissonance Theory talks about any incompatibility between two or more attitudes or between behavior and attitudes. According to it our desire to reduce dissonance depends upon which of the following?

1. Importance of elements creating dissonance
2. Degree of individual influence over elements
3. Rewards involved in dissonance
4. All of the above

Options :

- 89951450695. 1
- 89951450696. 2
- 89951450697. 3
- 89951450698. 4

Question Number : 68 Question Id : 89951413031 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following methods are used to measure Job satisfaction ?

1. Single global rating
2. Summation score
3. All of these
4. None of these

Options :

- 89951450699. 1
- 89951450700. 2
- 89951450701. 3
- 89951450702. 4

Question Number : 69 Question Id : 89951413032 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

How Can Employee Express Dissatisfaction?

1. Exit
2. Voice
3. Loyalty
4. All of the above

Options :

89951450703. 1
89951450704. 2
89951450705. 3
89951450706. 4

**Question Number : 70 Question Id : 89951413033 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No
Correct Marks : 1 Wrong Marks : 0**

_____ is the Behavior directed towards leaving the organization while Expressing
Dissatisfaction by Employee.

1. Exit
2. Neglect
3. Voice
4. Loyalty

Options :

89951450707. 1
89951450708. 2
89951450709. 3
89951450710. 4

**Question Number : 71 Question Id : 89951413034 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No
Correct Marks : 1 Wrong Marks : 0**

_____ is the Behavior Allowing conditions to worsen while Expressing Dissatisfaction by Employee.

1. Exit
2. Neglect
3. Voice
4. Loyalty

Options :

89951450711. 1
89951450712. 2
89951450713. 3
89951450714. 4

Question Number : 72 Question Id : 89951413035 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ is the Behavior showing Active and constructive attempts to improve conditions while Expressing Dissatisfaction by Employee.

1. Exit
2. Neglect
3. Voice
4. Loyalty

Options :

89951450715. 1
89951450716. 2
89951450717. 3
89951450718. 4

Question Number : 73 Question Id : 89951413036 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ is the Behavior Passively waiting for conditions to improve while Expressing Dissatisfaction by Employee.

1. Exit
2. Neglect
3. Voice
4. Loyalty

Options :

89951450719. 1
89951450720. 2
89951450721. 3
89951450722. 4

Question Number : 74 Question Id : 89951413037 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Performance is important as a function following factor(s).

1. Motivation
2. Ability
3. Environment
4. All of the above

Options :

89951450723. 1
89951450724. 2
89951450725. 3
89951450726. 4

Question Number : 75 Question Id : 89951413038 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following is extrinsic factor of employee motivation?

1. Fame
2. personal ambitions
3. Happiness
4. self improvement

Options :

89951450727. 1
89951450728. 2
89951450729. 3
89951450730. 4

**Question Number : 76 Question Id : 89951413039 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No
Correct Marks : 1 Wrong Marks : 0**

Which of the following is intrinsic factor of employee motivation?

1. Money
2. Desire to Learn
3. Reward
4. Fame

Options :

89951450731. 1
89951450732. 2
89951450733. 3
89951450734. 4

**Question Number : 77 Question Id : 89951413040 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No
Correct Marks : 1 Wrong Marks : 0**

The most fundamental and basic four layers of the pyramid containing deficiency needs are explained in which of the following theories?

1. Maslow's need hierarchy theory
2. McGregor's theory X and theory Y
3. Herzberg's motivation hygiene theory
4. All of the above

Options :

89951450735. 1
89951450736. 2
89951450737. 3
89951450738. 4

Question Number : 78 Question Id : 89951413041 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

According to ____, management assumes employees are inherently lazy and will avoid work if they can and that they inherently dislike work.

1. Maslow's need hierarchy theory
2. McGregor's theory X
3. Herzberg's motivation hygiene theory
4. McGregor's theory Y

Options :

89951450739. 1
89951450740. 2
89951450741. 3
89951450742. 4

Question Number : 79 Question Id : 89951413042 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

According to _____, management assumes employees may be ambitious and self-motivated and exercise self-control.

1. Maslow's need hierarchy theory
2. McGregor's theory X
3. Herzberg's motivation hygiene theory
4. McGregor's theory Y

Options :

- 89951450743. 1
- 89951450744. 2
- 89951450745. 3
- 89951450746. 4

Question Number : 80 Question Id : 89951413043 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

According to _____, there are certain factors in the work place that causes job satisfaction and some set of factors that cause dissatisfaction.

1. Maslow's need hierarchy theory
2. McGregor's theory X
3. Herzberg's motivation hygiene theory
4. McGregor's theory Y

Options :

- 89951450747. 1
- 89951450748. 2
- 89951450749. 3
- 89951450750. 4

Question Number : 81 Question Id : 89951413044 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

According to McClelland's Theory of Needs,
_____ is the drive to excel, achieve in relation to a set of standards, strive to succeed.

1. The Need for Achievement
2. The Need for Power
3. The Need for Affiliation
4. None of these

Options :

- 89951450751. 1
- 89951450752. 2
- 89951450753. 3
- 89951450754. 4

Question Number : 82 Question Id : 89951413045 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No
Correct Marks : 1 Wrong Marks : 0

According to McClelland's Theory of Needs,
_____ is The need to make others behave in a way that they would not have behaved otherwise.

1. The Need for Achievement
2. The Need for Power
3. The Need for Affiliation
4. None of these

Options :

- 89951450755. 1
- 89951450756. 2
- 89951450757. 3
- 89951450758. 4

Question Number : 83 Question Id : 89951413046 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No
Correct Marks : 1 Wrong Marks : 0

According to McClelland's Theory of Needs,

_____ The desire for friendly and close interpersonal relationships.

1. The Need for Achievement
2. The Need for Power
3. The Need for Affiliation
4. None of these

Options :

- 89951450759. 1
- 89951450760. 2
- 89951450761. 3
- 89951450762. 4

Question Number : 84 Question Id : 89951413047 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following is the key trait in Big 5 personality model?

1. Extraversion
2. Agreeableness
3. Conscientiousness
4. All of these

Options :

- 89951450763. 1
- 89951450764. 2
- 89951450765. 3
- 89951450766. 4

Question Number : 85 Question Id : 89951413048 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

A person with a _____ is "aggressively involved in a chronic, incessant struggle to achieve more and more in less and less time, and, if required to do so, against the opposing efforts of other things or other persons.

1. Proactive personality
2. Type A personality
3. All of these
4. None of these

Options :

- 89951450767. 1
- 89951450768. 2
- 89951450769. 3
- 89951450770. 4

Question Number : 86 Question Id : 89951413049 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Those with a _____ identifies opportunities, show initiative, take action, and persevere until meaningful change occurs, compared to others who passively react to situations

1. Proactive personality
2. Type A personality
3. All of these
4. None of these

Options :

- 89951450771. 1
- 89951450772. 2
- 89951450773. 3
- 89951450774. 4

Question Number : 87 Question Id : 89951413050 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

An individual high in _____ is pragmatic, maintains emotional distance, and believes ends can justify means.

1. Machiavellianism
2. Narcissism
3. All of these
4. None of these

Options :

89951450775. 1
89951450776. 2
89951450777. 3
89951450778. 4

Question Number : 88 Question Id : 89951413051 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

An individual high in _____ often wants to gain the admiration of others and receives affirmation of their superiority, they tend to "talk down" to those who threaten them, treating others as if they were inferior

1. Machiavellianism
2. Narcissism
3. All of these
4. None of these

Options :

89951450779. 1
89951450780. 2
89951450781. 3
89951450782. 4

Question Number : 89 Question Id : 89951413052 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Which of the following is attribute of values?

1. Content Attribute
2. Intensity Attribute
3. All of these
4. None of these

Options :

89951450783. 1
89951450784. 2
89951450785. 3
89951450786. 4

Question Number : 90 Question Id : 89951413053 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

When we rank an individual's values in terms of their intensity, we obtain that person's _____.

1. value system
2. Content Attribute
3. Intensity Attribute
4. Domains of value

Options :

89951450787. 1
89951450788. 2
89951450789. 3
89951450790. 4

Question Number : 91 Question Id : 89951413054 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

According to three critical development periods for an individual's value system as described by Sociologist Morris Massey, in _____ Individuals begin establishing the template for what will become their own values.

1. Imprint period
2. Modelling period
3. Socialization period
4. All of these

Options :

- 89951450791. 1
- 89951450792. 2
- 89951450793. 3
- 89951450794. 4

Question Number : 92 Question Id : 89951413055 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

According to three critical development periods for an individual's value system as described by Sociologist Morris Massey, in _____ The individual's value template is sculpted and shaped by parents, teachers, and other people and experiences in the person's life.

1. Imprint period
2. Modelling period
3. Socialization period
4. All of these

Options :

- 89951450795. 1
- 89951450796. 2
- 89951450797. 3
- 89951450798. 4

Question Number : 93 Question Id : 89951413056 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

According to three critical development periods for an individual's value system as described by Sociologist Morris Massey, in _____ An individual fine-tunes values through personal exploration and comparing and contrasting with other people's behavior.

1. Imprint period
2. Modelling period
3. Socialization period
4. All of these

Options :

89951450799. 1
89951450800. 2
89951450801. 3
89951450802. 4

Question Number : 94 Question Id : 89951413057 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ represents the extent to which a motivated to pursue innovative ways. It corresponds to the values of self-direction (independent thought and action) and stimulation (excitement and challenge).

1. Openness to change
2. Conservation
3. Self-transcendence
4. Self-enhancement

Options :

89951450803. 1

89951450804. 2

89951450805. 3

89951450806. 4

Question Number : 95 Question Id : 89951413058 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ is the extent to which a person is motivated to preserve the status quo. It is associated with the values of conformity (adherence to social norms and expectations), security (safety and stability), and tradition (moderation and preservation of the status quo).

1. Openness to change
2. Conservation
3. Self-transcendence
4. Self-enhancement

Options :

89951450807. 1

89951450808. 2

89951450809. 3

89951450810. 4

Question Number : 96 Question Id : 89951413059 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ refers to the motivation to promote the welfare of others. It relates to the values of benevolence (concern for others in one's life) and universalism (concern for the welfare of all people and nature).

1. Openness to change
2. Conservation
3. Self-transcendence
4. Self-enhancement

Options :

89951450811. 1
89951450812. 2
89951450813. 3
89951450814. 4

Question Number : 97 Question Id : 89951413060 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ is how much a person is motivated by self-interest is related to the values of achievement(pursuit of personal success) and power (dominance over others).

1. Openness to change
2. Conservation
3. Self-transcendence
4. Self-enhancement

Options :

89951450815. 1
89951450816. 2
89951450817. 3
89951450818. 4

Question Number : 98 Question Id : 89951413061 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The extent to which a person values independence and personal uniqueness is _____.

1. Individualism
2. Collectivism
3. All of these
4. None of these

Options :

89951450819. 1

89951450820. 2

89951450821. 3

89951450822. 4

Question Number : 99 Question Id : 89951413062 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The extent to which people value duty to groups to which they belong, and to group harmony is _____.

1. Individualism
2. Collectivism
3. All of these
4. None of these

Options :

89951450823. 1

89951450824. 2

89951450825. 3

89951450826. 4

Question Number : 100 Question Id : 89951413063 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

What is the domain of values given by Social psychologist Shalom Schwartz?

1. Benevolence
2. Tradition
3. Security
4. All of these

Options :

89951450827. 1

89951450828. 2

89951450829. 3

89951450830. 4