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Organisation Behaviour

Group Number :	1
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Organisation Behaviour-1

Section Id :	864351547
Section Number :	1
Section type :	Online
Mandatory or Optional :	Mandatory
Number of Questions :	100

Number of Questions to be attempted : 100
Section Marks : 100
Mark As Answered Required? : Yes
Sub-Section Number : 1
Sub-Section Id : 864351593
Question Shuffling Allowed : Yes

**Question Number : 1 Question Id : 86435110993 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No
Correct Marks : 1 Wrong Marks : 0**

The four key elements of Organisational Behaviour are _____, structure, technology and environment.

1. People
2. Science
3. Ideas
4. Innovation

Options :

86435135923. 1
86435135924. 2
86435135925. 3
86435135926. 4

**Question Number : 2 Question Id : 86435110994 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No
Correct Marks : 1 Wrong Marks : 0**

_____ is a science that focuses directly on understanding and predicting an individual behaviour.

1. Sociology
2. Anthropology
3. Political science
4. Psychology

Options :

- 86435135927. 1
- 86435135928. 2
- 86435135929. 3
- 86435135930. 4

Question Number : 3 Question Id : 86435110995 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ is called the father of scientific management.

1. Elton Mayo
2. Fredrick W.Taylor
3. Henry Fayol
4. Max Weber

Options :

- 86435135931. 1
- 86435135932. 2
- 86435135933. 3
- 86435135934. 4

Question Number : 4 Question Id : 86435110996 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ embodies a team concept, which is based on the principle of mutual contribution by employer and employees.

1. Autocratic model
2. Custodial model
3. Supportive Model
4. Collegial Model

Options :

- 86435135935. 1
- 86435135936. 2
- 86435135937. 3
- 86435135938. 4

Question Number : 5 Question Id : 86435110997 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The field of Organisational Behaviour is primarily concerned with _____.

1. The behaviour of individual and groups
2. How resources are effectively managed
3. Control processes and interactions between organisations, external context
4. Both 1 and 3

Options :

- 86435135939. 1
- 86435135940. 2
- 86435135941. 3
- 86435135942. 4

Question Number : 6 Question Id : 86435110998 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which organization theory can be understood by IF and THEN relationship?

1. System approach
2. Contingency approach
3. Process approach
4. Scientific approach

Options :

86435135943. 1

86435135944. 2

86435135945. 3

86435135946. 4

Question Number : 7 Question Id : 86435110999 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Organization Behavior is NOT a/an:

1. Separate field of study
2. Applied science
3. Normative science
4. Pessimistic approach

Options :

86435135947. 1

86435135948. 2

86435135949. 3

86435135950. 4

Question Number : 8 Question Id : 86435111000 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following theory is proposed by Clayton Alderfer?

1. Theory X and Theory Y
2. Hierarchy of Needs
3. ERG Theory
4. Two Factor Theory

Options :

- 86435135951. 1
- 86435135952. 2
- 86435135953. 3
- 86435135954. 4

Question Number : 9 Question Id : 86435111001 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

While managing political behaviour in an organization, the manager requires discouraging:

1. Negotiation
2. Relationships
3. Self-interest
4. Dialogue

Options :

- 86435135955. 1
- 86435135956. 2
- 86435135957. 3
- 86435135958. 4

Question Number : 10 Question Id : 86435111002 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

People with which type of personality trait commonly make poor decisions because they make them too fast?

1. Type A
2. Type B
3. Self-monitor
4. Extrovert

Options :

- 86435135959. 1
- 86435135960. 2
- 86435135961. 3
- 86435135962. 4

Question Number : 11 Question Id : 86435111003 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Managerial orientation of "Autocratic Model" of OB is:

1. Authority
2. Money
3. Support
4. Teamwork

Options :

- 86435135963. 1
- 86435135964. 2
- 86435135965. 3
- 86435135966. 4

Question Number : 12 Question Id : 86435111004 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Employees needs met by Supportive Model is:

1. Subsistence
2. Security
3. Status and Recognition
4. Self-actualization

Options :

- 86435135967. 1
- 86435135968. 2
- 86435135969. 3
- 86435135970. 4

Question Number : 13 Question Id : 86435111005 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Some people strongly believe that each person has control of his own life. This is_____

1. Extroversion
2. Conscientiousness
3. Internal locus of control
4. External locus of control

Options :

- 86435135971. 1
- 86435135972. 2
- 86435135973. 3
- 86435135974. 4

Question Number : 14 Question Id : 86435111006 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

According to _____, employees love work as play or rest?

1. X theory
2. Y theory
3. Z theory
4. None of the above

Options :

- 86435135975. 1
- 86435135976. 2
- 86435135977. 3
- 86435135978. 4

Question Number : 15 Question Id : 86435111007 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Beliefs, attitudes, traditions and expectations, which are shared by group members is called?

1. Group norms
2. Group communication
3. Group cohesiveness
4. Group structure

Options :

- 86435135979. 1
- 86435135980. 2
- 86435135981. 3
- 86435135982. 4

Question Number : 16 Question Id : 86435111008 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Behaviour, power, and conflict are central areas of study for _____.

1. Sociologist
2. Anthropologists
3. Social psychologists
4. Operations analysts

Options :

86435135983. 1
86435135984. 2
86435135985. 3
86435135986. 4

Question Number : 17 Question Id : 86435111009 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ refers to the network of personal and social relations that is developed spontaneously between people associated with each other.

1. Formal organization
2. Informal organization
3. Business organization
4. Government organization

Options :

86435135987. 1
86435135988. 2
86435135989. 3
86435135990. 4

Question Number : 18 Question Id : 86435111010 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The subject of an organizational culture has been most influenced by which behavioural science discipline?

1. Anthropology
2. Psychology
3. Social psychology
4. Political science

Options :

- 86435135991. 1
- 86435135992. 2
- 86435135993. 3
- 86435135994. 4

Question Number : 19 Question Id : 86435111011 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

In Two Factor theory, "Salary" comes under _____.

1. Satisfiers
2. Maintenance factors
3. Both 1 and 2
4. None of the above

Options :

- 86435135995. 1
- 86435135996. 2
- 86435135997. 3
- 86435135998. 4

Question Number : 20 Question Id : 86435111012 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Elton Mayo and his followers' behavioral experiment is popularly known as _____.

1. Hawthorne experiment
2. Richard experiment
3. Fayol's experiment
4. Stephen experiment

Options :

86435135999. 1
86435136000. 2
86435136001. 3
86435136002. 4

Question Number : 21 Question Id : 86435111013 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ is decided, as to how a person understands and views himself, and his pattern of inner and outer measurable traits.

1. Attitude
2. Personality
3. Value
4. Perception

Options :

86435136003. 1
86435136004. 2
86435136005. 3
86435136006. 4

Question Number : 22 Question Id : 86435111014 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Heredity, environment and _____ are the determinants of personality.

1. Structure
2. Situation
3. Personality
4. Perception

Options :

- 86435136007. 1
- 86435136008. 2
- 86435136009. 3
- 86435136010. 4

Question Number : 23 Question Id : 86435111015 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ is/are the general belief/beliefs, tinged with moral flavor containing an individual judgment idea about what is good, right & desirable.

1. Rights
2. Values
3. Attitudes
4. Equality

Options :

- 86435136011. 1
- 86435136012. 2
- 86435136013. 3
- 86435136014. 4

Question Number : 24 Question Id : 86435111016 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ is defined as the process of selecting, receiving, organizing, interpreting, checking, and reacting to sensory stimuli or data.

1. Perception
2. Motivation
3. Organisation
4. Personality

Options :

- 86435136015. 1
- 86435136016. 2
- 86435136017. 3
- 86435136018. 4

Question Number : 25 Question Id : 86435111017 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The cognitive process through which an individual selects, organizes but misinterprets environmental stimuli is known as _____

1. Perception
2. Projection
3. Selective Perception
4. Mis-Perception

Options :

- 86435136019. 1
- 86435136020. 2
- 86435136021. 3
- 86435136022. 4

Question Number : 26 Question Id : 86435111018 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

What do we call the view that we can learn both through observation and direct experience?

1. Situational learning theory
2. Classical learning
3. Social learning theory
4. The Pavlov principle

Options :

86435136023. 1

86435136024. 2

86435136025. 3

86435136026. 4

Question Number : 27 Question Id : 86435111019 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 :

86435136027. 1

86435136028. 2

86435136029. 3

86435136030. 4

Question Number : 28 Question Id : 86435111020 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Under Herzberg's theory, factors causing dissatisfaction are called:

1. Demotivators
2. Negative stimuli
3. Hygiene factors
4. Defectors

Options :

- 86435136031. 1
- 86435136032. 2
- 86435136033. 3
- 86435136034. 4

Question Number : 29 Question Id : 86435111021 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 :

- 86435136035. 1
- 86435136036. 2
- 86435136037. 3
- 86435136038. 4

Question Number : 30 Question Id : 86435111022 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Who propounded X and Y theory of motivation?

1. Maslow
2. F. Herzberg
3. Alderfer
4. Mc Gregor

Options :

86435136039. 1
86435136040. 2
86435136041. 3
86435136042. 4

Question Number : 31 Question Id : 86435111023 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The theories of Maslow, Herzberg, and Mcllelland are the:

1. Theories based on human needs
2. Theories based on human nature
3. Theories based on expectancy of human beings
4. Theories based on power

Options :

86435136043. 1
86435136044. 2
86435136045. 3
86435136046. 4

Question Number : 32 Question Id : 86435111024 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Herzberg's motivation hygiene theory is also known as _____ theory

1. Three factor theory
2. Two factor theory
3. Need theory
4. The big 5 model theory

Options :

- 86435136047. 1
- 86435136048. 2
- 86435136049. 3
- 86435136050. 4

Question Number : 33 Question Id : 86435111025 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which type of incentives help a person satisfy recognition, ego and status needs?

1. Non-financial incentives
2. Financial incentives
3. Both (1) and (2)
4. None of the above

Options :

- 86435136051. 1
- 86435136052. 2
- 86435136053. 3
- 86435136054. 4

Question Number : 34 Question Id : 86435111026 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

According to Vroom's expectancy theory, Motivation is equal to _____.

1. Valence × Expectancy × Instrumentality
2. Valence - Expectancy
3. Expectancy - Instrumentality
4. Instrumentality + Valence

Options :

- 86435136055. 1
- 86435136056. 2
- 86435136057. 3
- 86435136058. 4

Question Number : 35 Question Id : 86435111027 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ is the summation of feeling of the employee as a group towards various aspects of their work, company, working conditions, and so on.

1. Motivation
2. Direction
3. Controlling
4. Morale

Options :

- 86435136059. 1
- 86435136060. 2
- 86435136061. 3
- 86435136062. 4

Question Number : 36 Question Id : 86435111028 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ theory says about need for achievement, power and affiliation.

1. McGregor's theory
2. Maslow's need hierarchy theory
3. McClelland's need theory
4. Alderfer's theory

Options :

- 86435136063. 1
- 86435136064. 2
- 86435136065. 3
- 86435136066. 4

Question Number : 37 Question Id : 86435111029 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ is not related to the feelings and beliefs of people

1. Attitude
2. Perception
3. Behaviour
4. Personality

Options :

- 86435136067. 1
- 86435136068. 2
- 86435136069. 3
- 86435136070. 4

Question Number : 38 Question Id : 86435111030 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Attitude affects _____ either positively or negatively.

1. Value
2. Behaviour
3. Culture
4. Need

Options :

- 86435136071. 1
- 86435136072. 2
- 86435136073. 3
- 86435136074. 4

Question Number : 39 Question Id : 86435111031 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

" _____ are social inventions for accomplishing goals through group efforts"

1. Management
2. Leadership
3. Organisation
4. Behaviour

Options :

- 86435136075. 1
- 86435136076. 2
- 86435136077. 3
- 86435136078. 4

Question Number : 40 Question Id : 86435111032 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Who proposed "bureaucratic structure" is suitable for all organizations?

1. Elton Mayo
2. Henry Fayol
3. F. W. Taylor
4. Max Weber

Options :

86435136079. 1
86435136080. 2
86435136081. 3
86435136082. 4

Question Number : 41 Question Id : 86435111033 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ is a relatively permanent change in behavior that occurs as a result of experience:

1. Behavior modification
2. Learning
3. Motivation
4. Belief

Options :

86435136083. 1
86435136084. 2
86435136085. 3
86435136086. 4

Question Number : 42 Question Id : 86435111034 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

What do **E, R and G** stand for in the ERG theory?

1. Export, Risk and Guarantee
2. Exponential, Reliability and Growth
3. Existence, Relatedness and Growth
4. Expectancy, Rationality and Growth

Options :

86435136087. 1

86435136088. 2

86435136089. 3

86435136090. 4

Question Number : 43 Question Id : 86435111035 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Most valuable asset in an organization is

1. Land and building
2. Cash and bank balances
3. Human being
4. Technology

Options :

86435136091. 1

86435136092. 2

86435136093. 3

86435136094. 4

Question Number : 44 Question Id : 86435111036 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following statements is true about the term "ability", as it is used in the field of organizational behaviour?

1. It refers to an individual's willingness to perform various tasks
2. It is a current assessment of what an individual can do
3. It refers exclusively to intellectual skills
4. It refers exclusively to physical skills

Options :

- 86435136095. 1
- 86435136096. 2
- 86435136097. 3
- 86435136098. 4

Question Number : 45 Question Id : 86435111037 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Experiments performed by Ivan Pavlov led to what theory?

1. Classical conditioning
2. Operant conditioning
3. Social learning
4. Behavior shaping

Options :

- 86435136099. 1
- 86435136100. 2
- 86435136101. 3
- 86435136102. 4

Question Number : 46 Question Id : 86435111038 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

What role did the meat play in Pavlov's experiment with dogs?

1. an unconditioned response
2. a conditioned stimulus
3. a conditioned response
4. an unconditioned stimulus

Options :

86435136103. 1

86435136104. 2

86435136105. 3

86435136106. 4

Question Number : 47 Question Id : 86435111039 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

As per Stimulus-Response Model, input for behaviour process is

1. Drive
2. Organism
3. Stimuli
4. Response

Options :

86435136107. 1

86435136108. 2

86435136109. 3

86435136110. 4

Question Number : 48 Question Id : 86435111040 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No

Correct Marks : 1 Wrong Marks : 0

Sociable, talkative, assertive etc. are features of

1. Introversion
2. Extroversion
3. Conscientiousness
4. Agreeableness

Options :

- 86435136111. 1
- 86435136112. 2
- 86435136113. 3
- 86435136114. 4

Question Number : 49 Question Id : 86435111041 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following methods is/are used to solve intergroup conflicts indirectly

1. Avoidance
2. Encouragement
3. Bargaining
4. Negotiation

Options :

- 86435136115. 1
- 86435136116. 2
- 86435136117. 3
- 86435136118. 4

Question Number : 50 Question Id : 86435111042 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

According to Robert Katz, when managers have the mental ability to analyze and diagnose complex situations, they possess _____ skills.

1. Technical
2. Leadership
3. Problem-solving
4. Conceptual

Options :

- 86435136119. 1
- 86435136120. 2
- 86435136121. 3
- 86435136122. 4

Question Number : 51 Question Id : 86435111043 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Z theory is a Japanese approach of motivation developed by

1. McClelland
2. William Ouchi
3. Alderfer
4. McGregor

Options :

- 86435136123. 1
- 86435136124. 2
- 86435136125. 3
- 86435136126. 4

Question Number : 52 Question Id : 86435111044 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The group formed by an organization to accomplish narrow range of purposes within a specified time is called

1. Formal Group
2. Task Group
3. Interest Group
4. Functional Group

Options :

- 86435136127. 1
- 86435136128. 2
- 86435136129. 3
- 86435136130. 4

Question Number : 53 Question Id : 86435111045 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ is a small group of workers who meet regularly with their supervisor to solve work-related problem.

1. Quality of Work life
2. Quality Circle
3. Alternative Work schedule
4. Job Redesign

Options :

- 86435136131. 1
- 86435136132. 2
- 86435136133. 3
- 86435136134. 4

Question Number : 54 Question Id : 86435111046 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following is/are NOT direct method/(s) to solve intergroup conflicts?

1. Problem solving
2. Domination by the management
3. Removing key figures in conflict
4. Persuasion

Options :

- 86435136135. 1
- 86435136136. 2
- 86435136137. 3
- 86435136138. 4

Question Number : 55 Question Id : 86435111047 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following would be least likely to pose a barrier to cross-cultural communications?

1. Tone difference
2. Word connotations
3. Political correctness
4. Differences among perceptions

Options :

- 86435136139. 1
- 86435136140. 2
- 86435136141. 3
- 86435136142. 4

Question Number : 56 Question Id : 86435111048 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

What is the name of the theory that deals with how we explain behaviour differently depending on the meaning we assign to the actor?

1. Behavioral theory
2. Judgment theory
3. Selective perception theory
4. Attribution theory

Options :

- 86435136143. 1
- 86435136144. 2
- 86435136145. 3
- 86435136146. 4

Question Number : 57 Question Id : 86435111049 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Free rein leadership is also known as

1. Democratic
2. Autocratic
3. Laissez-faire
4. Bureaucratic

Options :

- 86435136147. 1
- 86435136148. 2
- 86435136149. 3
- 86435136150. 4

Question Number : 58 Question Id : 86435111050 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following is NOT one of the four primary management functions?

1. Controlling
2. Planning
3. Staffing
4. Organizing

Options :

- 86435136151. 1
- 86435136152. 2
- 86435136153. 3
- 86435136154. 4

Question Number : 59 Question Id : 86435111051 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Person-Job fit means

1. Person's physical fitness match with the job
2. Person's skills match with the job
3. Person's contributions match with the incentives offered by the organization
4. Person's education match with the job

Options :

- 86435136155. 1
- 86435136156. 2
- 86435136157. 3
- 86435136158. 4

Question Number : 60 Question Id : 86435111052 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Organizational change brings in_____.

1. Organizational development
2. Organizational behavior
3. Organizational structure
4. None of the above

Options :

- 86435136159. 1
- 86435136160. 2
- 86435136161. 3
- 86435136162. 4

Question Number : 61 Question Id : 86435111053 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

According to _____ theory, leadership can be described in terms of what leaders do rather than what they are.

1. Contingency model
2. Path goal
3. Behavioral
4. Trait

Options :

- 86435136163. 1
- 86435136164. 2
- 86435136165. 3
- 86435136166. 4

Question Number : 62 Question Id : 86435111054 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ says that leadership effectiveness depends upon the situation in which leadership is exercised.

1. Contingency Model Theory
2. Situational Leadership Theory
3. Path Goal Theory
4. Trait Theory

Options :

- 86435136167. 1
- 86435136168. 2
- 86435136169. 3
- 86435136170. 4

Question Number : 63 Question Id : 86435111055 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ is based on two underlying dimensions; concern for productions and concern for people.

1. The Managerial grid
2. The management
3. The organization
4. The impoverished management

Options :

- 86435136171. 1
- 86435136172. 2
- 86435136173. 3
- 86435136174. 4

Question Number : 64 Question Id : 86435111056 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

“Leadership motivates the people to work and not the power of money”, this concept is related to_____.

1. Autocratic model
2. Custodial model
3. Supportive Model
4. Collegial Model

Options :

- 86435136175. 1
- 86435136176. 2
- 86435136177. 3
- 86435136178. 4

Question Number : 65 Question Id : 86435111057 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following leadership behaviours are identified by the path-goal theory?

1. Supportive, employee-oriented, laissez-faire and participative
2. Achievement-oriented, supportive, humanistic, and directive
3. Participative, achievement-oriented, directive, and supportive
4. Directive, participative, supportive, and laissez-faire

Options :

- 86435136179. 1
- 86435136180. 2
- 86435136181. 3
- 86435136182. 4

Question Number : 66 Question Id : 86435111058 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Individual-level independent variables include all of the following except

1. Leadership
2. Learning
3. Perception
4. Motivation

Options :

- 86435136183. 1
- 86435136184. 2
- 86435136185. 3
- 86435136186. 4

Question Number : 67 Question Id : 86435111059 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ is defined as a desire to establish and maintain friendly and warm relations with other people.

1. Need for power
2. Need for achievement
3. Need for affiliation
4. Need for money

Options :

- 86435136187. 1
- 86435136188. 2
- 86435136189. 3
- 86435136190. 4

Question Number : 68 Question Id : 86435111060 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The word research is derived from French word _____.

1. Researcher
2. Recherche
3. Reserve
4. Reservoir

Options :

86435136191. 1
86435136192. 2
86435136193. 3
86435136194. 4

Question Number : 69 Question Id : 86435111061 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The method employed for obtaining the knowledge of the unknown is called _____.

1. Research
2. Enquiry
3. Experiment
4. Studies

Options :

86435136195. 1
86435136196. 2
86435136197. 3
86435136198. 4

Question Number : 70 Question Id : 86435111062 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which research is based on first-hand data facts?

1. Conceptual
2. Empirical
3. Quantitative
4. Descriptive

Options :

86435136199. 1
86435136200. 2
86435136201. 3
86435136202. 4

Question Number : 71 Question Id : 86435111063 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The word personality is derived from a _____ word Persona.

1. Greece
2. French
3. Latin
4. German

Options :

86435136203. 1
86435136204. 2
86435136205. 3
86435136206. 4

Question Number : 72 Question Id : 86435111064 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ values reflect the way in achieving goals.

1. Terminal
2. Instrumental
3. Nominal
4. Valuable

Options :

- 86435136207. 1
- 86435136208. 2
- 86435136209. 3
- 86435136210. 4

Question Number : 73 Question Id : 86435111065 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The value that emphasise on usefulness and practicability is _____ value.

1. Economic
2. Aesthetic
3. Social
4. Theoretical

Options :

- 86435136211. 1
- 86435136212. 2
- 86435136213. 3
- 86435136214. 4

Question Number : 74 Question Id : 86435111066 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____arises due to misunderstandings in the organization.

1. Conflicts
2. Peace
3. Ability
4. Justice

Options :

- 86435136215. 1
- 86435136216. 2
- 86435136217. 3
- 86435136218. 4

Question Number : 75 Question Id : 86435111067 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

When jobs are highly specialized, employees become _____at certain tasks.

1. Expert
2. Talented
3. Experience
4. Weak

Options :

- 86435136219. 1
- 86435136220. 2
- 86435136221. 3
- 86435136222. 4

Question Number : 76 Question Id : 86435111068 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ occurs when two or more groups depending on each other to accomplish their existence.

1. Specialisation
2. Interdependence
3. Goal difference
4. Perception

Options :

- 86435136223. 1
- 86435136224. 2
- 86435136225. 3
- 86435136226. 4

Question Number : 77 Question Id : 86435111069 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Conflicts between two or more people is called _____.

1. Interpersonal conflicts
2. Intergroup conflicts
3. Intrapersonal conflicts
4. Inter organisational conflicts

Options :

- 86435136227. 1
- 86435136228. 2
- 86435136229. 3
- 86435136230. 4

Question Number : 78 Question Id : 86435111070 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The popular descriptive frame work for undergoing the dynamics of inter personal behaviour and interpersonal conflict, by Joseph Luft and Hanny Ingham, is known as _____.

1. Josari window
2. Johan's window
3. Josis window
4. Johari window

Options :

- 86435136231. 1
- 86435136232. 2
- 86435136233. 3
- 86435136234. 4

Question Number : 79 Question Id : 86435111071 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The critical incidents method of measuring job satisfaction is based on _____theory.

1. Two factors theory
2. Need hierarchy theory
3. V-room expectancy theory
4. Trait

Options :

- 86435136235. 1
- 86435136236. 2
- 86435136237. 3
- 86435136238. 4

Question Number : 80 Question Id : 86435111072 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ commitment refers to an employee's obligation to remain with an organisation for moral or ethical reasons.

1. Affective
2. Continuance
3. Theoretical
4. Normative

Options :

- 86435136239. 1
- 86435136240. 2
- 86435136241. 3
- 86435136242. 4

Question Number : 81 Question Id : 86435111073 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following is NOT an organizational constraint on decision-making?

1. Performance evaluation
2. Reward system
3. Personality
4. Formal Regulations

Options :

- 86435136243. 1
- 86435136244. 2
- 86435136245. 3
- 86435136246. 4

Question Number : 82 Question Id : 86435111074 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

A Theory X manager would assume employees would _____

1. Like work
2. Seek responsibility
3. Need to be controlled
4. Exercise self-direction

Options :

- 86435136247. 1
- 86435136248. 2
- 86435136249. 3
- 86435136250. 4

Question Number : 83 Question Id : 86435111075 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Manager's can increase an employee's _____ through enactive mastery, vicarious modeling, verbal persuasion, and arousal.

1. Equity
2. Expectancy
3. Self-efficacy
4. Reinforcement

Options :

- 86435136251. 1
- 86435136252. 2
- 86435136253. 3
- 86435136254. 4

Question Number : 84 Question Id : 86435111076 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ is a generic term that covers a broad range of feelings that people experience.

1. Mood
2. Affect
3. Emotion
4. Personality

Options :

- 86435136255. 1
- 86435136256. 2
- 86435136257. 3
- 86435136258. 4

Question Number : 85 Question Id : 86435111077 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ refers to an employee's expression of organizationally desired emotions during interpersonal transactions at work.

1. Emotional Labour
2. Emotional Intelligence
3. Mission
4. Motivation

Options :

- 86435136259. 1
- 86435136260. 2
- 86435136261. 3
- 86435136262. 4

Question Number : 86 Question Id : 86435111078 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The _____ stage in group development which is characterized by uncertainty.

1. Norming
2. Storming
3. Forming
4. Performing

Options :

- 86435136263. 1
- 86435136264. 2
- 86435136265. 3
- 86435136266. 4

Question Number : 87 Question Id : 86435111079 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following is a strategy to increase group cohesiveness?

1. Make the group smaller
2. Encourage agreement with group goals
3. Decrease the perceived difficulty of attaining membership in the group
4. Both 1 and 2 are correct

Options :

- 86435136267. 1
- 86435136268. 2
- 86435136269. 3
- 86435136270. 4

Question Number : 88 Question Id : 86435111080 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ is an attribute of work teams that results in a level of performance that is greater than the sum of the individual inputs.

1. Synergy
2. Enthusiasm
3. Energy
4. Initiative

Options :

- 86435136271. 1
- 86435136272. 2
- 86435136273. 3
- 86435136274. 4

Question Number : 89 Question Id : 86435111081 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ illustrates a process loss as a result of using teams.

1. Synergy
2. Social loafing
3. Diversity
4. Demographics

Options :

- 86435136275. 1
- 86435136276. 2
- 86435136277. 3
- 86435136278. 4

Question Number : 90 Question Id : 86435111082 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

The _____ initiates a message by encoding a thought.

1. Channel
2. Sender
3. Receiver
4. Medium

Options :

- 86435136279. 1
- 86435136280. 2
- 86435136281. 3
- 86435136282. 4

Question Number : 91 Question Id : 86435111083 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Grapevine studies have shown that _____ percent of employees hear about matters first through rumors on the grapevine.

1. 50
2. 75
3. 60
4. 65

Options :

- 86435136283. 1
- 86435136284. 2
- 86435136285. 3
- 86435136286. 4

Question Number : 92 Question Id : 86435111084 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Electronic communication includes all of the following EXCEPT

1. Internet logs
2. Telephone calls
3. Videoconferencing
4. E-mail

Options :

- 86435136287. 1
- 86435136288. 2
- 86435136289. 3
- 86435136290. 4

Question Number : 93 Question Id : 86435111085 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following is NOT a barrier to effective communication?

1. Filtering
2. Channel richness
3. Selective perception
4. Language

Options :

- 86435136291. 1
- 86435136292. 2
- 86435136293. 3
- 86435136294. 4

Question Number : 94 Question Id : 86435111086 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ theory states that people are born with certain characteristics that predispose them to be leaders.

1. Trait
2. Path-goal
3. LPC
4. Contingency

Options :

- 86435136295. 1
- 86435136296. 2
- 86435136297. 3
- 86435136298. 4

Question Number : 95 Question Id : 86435111087 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Which of the following is NOT true about charismatic leaders?

1. They have a vision
2. They have behaviour that is unconventional
3. They are willing to take high personal risk
4. They are focused on their personal needs

Options :

- 86435136299. 1
- 86435136300. 2
- 86435136301. 3
- 86435136302. 4

Question Number : 96 Question Id : 86435111088 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 work
3. Unity of command
4. Job grouping

Options :

- 86435136303. 1
- 86435136304. 2
- 86435136305. 3
- 86435136306. 4

Question Number : 97 Question Id : 86435111089 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

A strong culture build all of the following EXCEPT _____.

1. Cohesiveness
2. Loyalty
3. Quality
4. Organizational commitment

Options :

- 86435136307. 1
- 86435136308. 2
- 86435136309. 3
- 86435136310. 4

Question Number : 98 Question Id : 86435111090 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

Culture is most likely to be a liability when _____.

1. It increases consistency of behaviour
2. The environment is dynamic
3. Management is incompetent
4. It reduces ambiguity

Options :

- 86435136311. 1
- 86435136312. 2
- 86435136313. 3
- 86435136314. 4

Question Number : 99 Question Id : 86435111091 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ training includes job rotation, apprenticeships, understudy assignments, and formal mentoring programs.

1. Off-the-job
2. On-the-job
3. Performance
4. E-training

Options :

- 86435136315. 1
- 86435136316. 2
- 86435136317. 3
- 86435136318. 4

Question Number : 100 Question Id : 86435111092 Question Type : MCQ Option Shuffling : No Is Question Mandatory : No Correct Marks : 1 Wrong Marks : 0

_____ evaluation provides performance feedback from the full circle of daily contacts that an employee might have.

1. Graphic rating scales
2. BARS
3. 360 degree
4. Forced comparison

Options :

86435136319. 1

86435136320. 2

86435136321. 3

86435136322. 4